

EARLY COMPLAINT RESOLUTION AGREEMENT

The Sitka School District and Complainant enter into this agreement to resolve a complaint filed with the U.S. Department of Education, Office for Civil Rights (OCR), regarding the provision of practice and game facilities for interscholastic softball and baseball teams at Sitka High School.

- I. The district agrees to arrange a meeting to discuss and develop a plan for scheduling Sitka High School baseball and softball teams (Varsity, JV, and C teams) with respect to practice and game facilities. The meeting will include the SHS Athletic Director, the high school Vice Principal or other Administrator, and, if deemed necessary, a representative from the Sitka Parks and Recreation department. The meeting will take place during the Fall 2014 semester so that the baseball and softball practice and game schedules can be developed and finalized prior to the opening day of the 2015 baseball and softball seasons.**

- II. In making decisions regarding the scheduling of the baseball and softball facilities, the parties recognize that title IX of the Education Amendments of 1972 (Title IX), and its implementing regulation, 34 C.F.R. Part 106, prohibit discrimination on the basis of sex in education programs and activities, including interscholastic athletic programs. The district reaffirms its responsibility to ensure that male and female students are provided with equivalent benefits and opportunities with respect to practice and game facilities. In evaluating whether it is providing equivalent benefits in this program area, the district will consider the following factors: 1) quality and availability of the facilities provided for practice and competitive events; 2) exclusivity of use of facilities provided for practice and competitive events; 3) availability of locker rooms; 4) quality of locker rooms; 5) maintenance of practice and competitive facilities; and 6) preparation of facilities for practice and competitive events, as well as other relevant and nondiscriminatory factors.**

- III. The parties acknowledge that this agreement does not constitute an admission of any violation of Title IX or any other federal civil rights law. By signing this agreement, the complainant agrees to withdraw OCR complaint no. 10141332.**