



**Hawaii State Department of Education  
Resolution Agreement Status Report  
August 7, 2019**

The Hawaii State Department of Education (HIDOE) is deeply committed to ensuring that students and employees are protected from discrimination and harassment based on race, sex, and disability.

On December 20, 2017, HIDOE affirmed its commitment and resources to ensuring that the terms contained in the Resolution Agreement between HIDOE and the United States Department of Education, Office for Civil Rights (OCR) are met. OCR enforces Title IX of the Educational Amendments of 1972 (Title IX), Title VI of the Civil Rights Act of 1964 (Title VI) and Section 504 of the Rehabilitation Act of 1973 (Section 504)/Title II of the Americans with Disabilities Act (ADA), as it pertains to students.

**Resolution Agreement Deliverables**

**I. Compliance Coordinators**

<b><u>Date</u></b>	<b><u>Action Item</u></b>
<b>June 2019</b>	Completed. In July 2017, the Hawaii State Legislature approved fifteen (15) new Equity Specialist positions to support the HIDOE's effort to ensure compliance with Title IX, Title VI, and Section 504/ADA at the complex areas. All of these positions are currently filled and assigned to a specific complex area.

## II. Notice of Non-Discrimination

Date	Action Item
<p><b>July 2019</b></p>	<p>Completed. In June 2018, HIDOE’s Annual Notice of Non-Discrimination and Anti-Harassment (Annual Notice) was posted on each school’s website and at various locations throughout the school. The Continuous Notice on Non-Discrimination (Continuous Notice) was included in school announcements, bulletins, and catalogs distributed to students, parents, and employees. Additionally, the Continuous Notice was incorporated into employment applications.</p> <p>On June 29, 2018, HIDOE provided a report to the OCR confirming that it had properly posted the Notices. The HIDOE received notice that we met this compliance issue.</p> <p>In July 2019, an updated Annual Notice and an updated Continuous Notice were distributed per the description above.</p>

## III. Grievance Procedures

Date	Action Item
<p><b>April 2018 - July 2019</b></p>	<p>Revisions of <i>Hawaii Administrative Rules Chapter 8-19, Student Misconduct, Discipline, School Searches and Seizures, Reporting Offenses, Police Interviews and Arrests, and Restitution for Vandalism (Chapter 19)</i>; Repeal of <i>Chapter 8-41, Civil Rights Policy and Complaint Procedure (Chapter 41)</i>; and Replacement with the new <i>Chapter 8-89, Civil Rights Policy and Complaint Procedure for Student(s) Complaints Against Adult(s) (Chapter 89)</i></p> <p>Chapter 19 and Chapter 89 will include a grievance procedure to address conduct towards students based on protected classes.</p> <p>A public hearing regarding the revisions of Chapter 19, and the repeal of Chapter 41 and replacement of Chapter 89 was held on July 16, 2019.</p>
<p><b>April 2018 - December 2018</b></p>	<p>HIDOE engaged stakeholders to obtain feedback regarding Chapter 19 and Chapter 89.</p>
<p><b>February 2019</b></p>	<p>HIDOE obtained approval from the Hawaii State Board of Education (BOE) to engage in the administrative rule making</p>

	process set forth in Hawaii Revised Statutes, Title 8, Chapter 91 Administrative Procedure.
<b>July 2019 – May 2020</b>	HIDOE will obtain final approval, implement, and disseminate the rules to all students, parents and employees. HIDOE will initiate training for all employees regarding Chapter 19 and Chapter 89. HIDOE will also begin providing age-appropriate information to students relating to Chapter 19 and Chapter 89.
<b>December 2019</b>	HIDOE will revise the Standard Practice document for BOE Policy #305-10 to incorporate the changes made to Chapter 89.

#### IV. On-Going Compliance

<b>Date</b>	<b>Action Item</b>
<b>July 2018</b>	In July 2018, HIDOE developed a plan and formed the Civil Rights Compliance Advisory Committee to monitor ongoing compliance with Title IX, Title VI, and Section 504/ADA, and to ensure that all HIDOE schools consistently and effectively implement the approved policies, procedures, and practices.
<b>March 2019</b>	The Civil Rights Compliance Advisory Committee had its first meeting on March 13, 2019.

For questions, please contact the HIDOE Civil Rights Compliance Branch at [info@crco.k12.hi.us](mailto:info@crco.k12.hi.us) or (808) 586-3322.