



COMMONWEALTH *of* VIRGINIA

Office of the Attorney General

Mark R. Herring
Attorney General

202 North 9th Street
Richmond, Virginia 23219
804-786-2071
FAX 804-786-1991
Virginia Relay Services
800-828-1120

February 18, 2021

Dear Parties,

Enclosed you will find the Resolution Agreement from the Office of the Attorney General Office of Civil Rights in OCR Case No.: 19-2652, *NAACP Loudoun Branch v. Loudoun County Public Schools*.

This Resolution Agreement is the result of a thorough, extensive investigation conducted by the Office of Attorney General Office of Civil Rights into allegations of systemic racial discrimination in Loudoun County Public Schools (LCPS) brought by the Charging Party NAACP Loudoun Branch (NAACP).

In May 2019, the Charging Party filed a complaint with the Office of Civil Rights (OCR) alleging racist and discriminatory practices surrounding the admissions process for the Academies of Loudoun and the elementary gifted and talented programs. The OCR initiated a formal investigation the following October, which included interviews and extensive review of documentation and information provided by the NAACP Loudoun Branch, LCPS, and LCPS students, families, and employees. Following a thorough investigation, the OCR found reason to believe that LCPS's policies and practices did, in fact, result in a disparate impact that harmed Black/African-American and Latinx/Hispanic students. The OCR then sent a Final Determination to both parties in November 2020 that included reforms and commitments the Office believed must be undertaken in order to address the "discriminatory disparate impact identified and help ensure equal opportunity for each student."

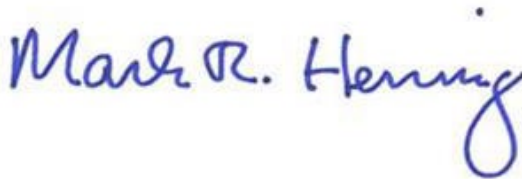
Under the Resolution Agreement, LCPS will:

- Provide the Office of Civil Rights with its analysis and proposed revisions to its outreach plan for the Academies of Loudoun and provide the Office of Civil Rights with additional information at its request
- Provide the Office of Civil Rights with its analysis and proposed revisions to its recruitment plan for the Academies of Loudoun and provide the Office of Civil Rights with additional information at its request
- Provide the Office of Civil Rights with its analysis and proposed revisions to its admissions criteria for the Academies of Loudoun and provide the Office of Civil Rights with additional information at its request

- Seek input on any proposed revisions regarding the Academies of Loudoun from the Minority Student Achievement Advisory Committee (MSAAC) and Equity Committee through a process that will allow the public, including Charging Party, NAACP Loudoun Branch, to provide input to those committees on any proposed changes or revisions.
- Seek input on any proposed revisions regarding the Futura and SPECTRUM gifted programs from the Minority Student Achievement Advisory Committee (MSAAC) and Equity Committee through a process that will allow the public, including Charging Party, NAACP Loudoun Branch, to provide input to those committees on any proposed changes or revisions
- Consider any feedback on any proposed revisions regarding the Academies of Loudoun from the MSAAC, including the Charging Party, NAACP Loudoun Branch
- Provide the Office of Civil Rights with its analysis and proposed revisions to its admissions criteria for the Futura and SPECTRUM gifted programs and provide OCR with additional information at its request
- During the course of the investigation, LCPS approved a model for addressing equity in student discipline, described in the Student Rights and Responsibilities (SRR) Handbook
- LCPS is in the process of revising its nondiscrimination policies and practices, which it will submit to OCR for review prior to School Board approval
- LCPS has committed to annually review its protocol for responding to racial slurs and hate speech in schools
- LCPS must retain third-party consultants to assist in monitoring, assessing and making recommendation regarding its obligations in this Agreement; LCPS must provide the names of proposed consultants to the Office of Civil Rights for input and approval

Thank you for your compliance in this matter.

Sincerely,



Mark R. Herring
Virginia Attorney General