

KELLI DAVIS,

Claimant/Prospective Plaintiff,

vs.

**SCHOOL BOARD OF CLAY COUNTY,
FLORIDA, etc., et al.,**

Respondent/Prospective Defendant.

MEDIATION SETTLEMENT AGREEMENT

This case was mediated on August 17, 2005. The parties agreed, subject only to the approval of the full School Board of Clay County as follows:

1. The Claimant(s)/Prospective Plaintiff(s) shall execute a Complete Release prepared by the attorney for the Respondent(s)/Prospective Defendant(s), releasing said Prospective Defendant(s) from all claims including but not limited to those set forth in the proposed Complaint for Damages, a copy of which is attached hereto.
2. The Defendant shall bear the entire costs of mediation.
3. A.
 1. The principal may establish dress codes for senior portraits.
 2. Students may request an exception to the dress code from the principal, who will grant all reasonable requests for exceptions.
 3. Any student denied a requested exception may appeal the principal's decision to the superintendent.
 4. Whenever a principal establishes a dress code for senior portraits which differentiates on the basis of gender, any notice sent or delivered to students which contains notice of the portrait appointment or dress code shall contain the following language: "Any student seeking an exception to the dress code for this portrait may file a request for exception with the school

principal. If a requested exception is not granted, the principal's decision may be appealed to the superintendent."

- B. The term "sexual orientation" will be added to the School Board anti-harassment and sexual discrimination policies as applied to students, staff and faculty.
- C. Mandatory annual non-discrimination training will be provided for staff and faculty which includes sexual orientation.
- D. Diversity training in high schools and junior high schools will be provided as set forth in student handbooks and as amended by this Agreement.
- E. The School Board will distribute the new non-discrimination policy (see Paragraph B above) as set forth in student handbook, to all secondary school students.
- F. The School Board will replace the words "trained designee" with the words "neutral designee" in the Procedures for Investigating Harassment.

Claimant(s)/Prospective Plaintiff(s)

Kelli Davis
[Signature]
Attorney for Claimant(s)/Prospective Plaintiff(s)

Respondent(s)/Prospective Defendant(s)

Carol J. Studdard
David Owen / George J. Cephaland
Bruce Dick
Attorney for Respondent(s)/Prospective Defendant(s)

[Signature]
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