

Regulation 1312.3: Uniform Complaint Procedures

Status: ADOPTED

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Regulation 1312.3: Uniform Complaint Procedures

Except as the Governing Board may otherwise specifically provide in other district policies, these uniform complaint procedures (UCP) shall be used to investigate and resolve only the complaints specified in BP 1312.3.

(cf. 1312.1 - Complaints Concerning District Employees)

(cf. 1312.2 - Complaints Concerning Instructional Materials)

(cf. 1312.4 - Williams Uniform Complaint Procedures)

(cf. 4030 - Nondiscrimination in Employment)

Compliance Officers

The district designates the individual(s) identified below as the employee(s) responsible for coordinating the district's response to complaints and for complying with state and federal civil rights laws. The individual(s) also serve as the compliance officer(s) specified in AR 5145.3 - Nondiscrimination/Harassment responsible for handling complaints regarding unlawful discrimination (such as discriminatory harassment, intimidation, or bullying). The compliance officer(s) shall receive and coordinate the investigation of complaints and shall ensure district compliance with law.

(cf. 5145.3 - Nondiscrimination/Harassment)

(cf. 5145.7 - Sexual Harassment)

Superintendent or Designee

7165 Burton Avenue

Rohnert Park CA 94928

(707) 792-4722

The compliance officer who receives a complaint may assign another compliance officer to investigate and resolve the complaint. The compliance officer shall promptly notify the complainant and respondent, if applicable, if another compliance officer is assigned to the complaint.

In no instance shall a compliance officer be assigned to a complaint in which the compliance officer has a bias or conflict of interest that would prohibit the fair investigation or resolution of the complaint. Any complaint against a compliance officer or that raises a concern about the compliance officer's ability to investigate the complaint fairly and without bias shall be filed with the Superintendent or designee who shall determine how the complaint will be investigated.

The Superintendent or designee shall ensure that employees assigned to investigate and resolve complaints receive training and are knowledgeable about the laws and programs at issue in the complaints to which they are assigned. Training provided to such employees shall cover current state and federal laws and regulations governing the program, applicable processes for investigating and resolving complaints, including those alleging unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), applicable standards for reaching decisions on complaints, and appropriate corrective measures. Assigned employees may have access to legal counsel as determined by the Superintendent or designee.

(cf. 4331 - Staff Development)

(cf. 9124 - Attorney)

The compliance officer or, if necessary, any appropriate administrator shall determine whether interim measures are necessary during and pending the result of an investigation. If interim measures are determined to be necessary, the

compliance officer or the administrator shall consult with the Superintendent, the Superintendent's designee, or, if appropriate, the site principal to implement one or more interim measures. The interim measures shall remain in place until the compliance officer determines that they are no longer necessary or until the district issues its final written decision, whichever occurs first.

Notifications

The district's UCP policy and administrative regulation shall be posted in all district schools and offices, including staff lounges and student government meeting rooms. (Education Code 234.1)

In addition, the Superintendent or designee shall annually provide written notification of the district's UCP, to students, employees, parents/guardians of district students, district advisory committee members, school advisory committee members, appropriate private school officials or representatives, and other interested parties. (5 CCR 4622)

(cf. 0420 - School Plans/Site Councils)

(cf. 1220 - Citizen Advisory Committees)

(cf. 4112.9/4212.9/4312.9 - Employee Notifications)

(cf. 5145.6 - Parental Notifications)

The notice shall include:

1. A statement that the district is primarily responsible for compliance with federal and state laws and regulations, including those related to prohibition of unlawful discrimination, harassment, intimidation, or bullying against any protected group and all programs and activities that are subject to UCP as identified in the section "Complaints Subject to UCP" in the accompanying Board policy.

2. A statement that a complaint regarding student fees or the local control and accountability plan (LCAP) may be filed anonymously if the complainant provides evidence or information leading to evidence to support the complaint.

(cf. 0460 - Local Control and Accountability Plan)

(cf. 3260 - Fees and Charges)

3. A statement that a student enrolled in a public school shall not be required to pay a fee for participation in an educational activity that constitutes an integral fundamental part of the district's educational program, including curricular and extracurricular activities.

4. A statement that a complaint regarding student fees must be filed no later than one year from the date the alleged violation occurred.

5. A statement that the district will post a standardized notice of the educational rights of foster youth, homeless students, former juvenile court school students now enrolled in the district, children of military families, migrant students, and immigrant students enrolled in a newcomer program, as specified in Education Code 48853, 48853.5, 49069.5, 51225.1, and 51225.2, and the complaint process.

(cf. 6173 - Education for Homeless Children)

(cf. 6173.1 - Education for Foster Youth)

(cf. 6173.2 - Education of Children of Military Families)

(cf. 6173.3 - Education for Juvenile Court School Students)

(cf. 6175 - Migrant Education Program)

6. Identification of the responsible staff member(s), position(s), or unit(s) designated to receive complaints.

7. A statement that complaints will be investigated in accordance with the district's UCP and a written decision will be sent to the complainant within 60 days from the receipt of the complaint, unless this time period is extended by written agreement of the complainant.

8. A statement that the complainant has a right to appeal the district's decision to (CDE) by filing a written appeal, including a copy of the original complaint and the district's decision, within 15 days of receiving the district's decision.

9. A statement advising the complainant of any civil law remedies, including, but not limited to, injunctions, restraining orders, or other remedies or orders that may be available under state or federal anti discrimination laws, if applicable.

10. A statement of the district's UCP are available free of charge.

The annual notification, complete contact information of the compliance officer(s), and information related to Title IX as required pursuant to Education Code 221.61 shall be posted on the district website and may be, provided through district-supported social media, if applicable.

(cf. 1113 - District and School Websites)

(cf. 1114 - District-Sponsored Social Media)

The Superintendent or designee shall ensure that all students and parents/guardians, including students and parents/guardians with limited English proficiency, have access to the relevant information provided in the district's policy, regulation, forms, and notices concerning the UCP.

If 15 percent or more of students enrolled in a particular district school speak a single primary language other than English, the district's policy, regulation, forms, and notices concerning the UCP shall be translated into that language, in accordance with Education Code 234.1 and 48985. In all other instances, the district shall ensure meaningful access to all relevant UCP information for parents/guardians with limited English proficiency.

Filing of Complaints

The complaint shall be presented to the compliance officer who shall maintain a log of complaints received, providing each with a code number and a date stamp.

All complaints shall be filed in writing and signed by the complainant. If a complainant is unable to put a complaint in writing due to conditions such as a disability or illiteracy, district staff shall assist in the filing of the complaint. (5 CCR 4600)

Complaints shall also be filed in accordance with the following rules, as applicable:

1. A complaint alleging district violation of applicable state or federal law or regulations the programs specified in the accompanying Board policy (item #1 of the section "Complaints Subject to UCP") may be filed by any individual, public agency, or organization. (5 CCR 4630)

2. Any complaint alleging noncompliance with law regarding the prohibition against students fees, deposits, and charges or any requirement related to the LCAP may be filed anonymously if the complaint provides evidence, or information leading to evidence, to support an allegation of noncompliance. A complaint about a violation of the prohibition against the charging of unlawful student fees may be filed with the principal of the school or with the Superintendent or designee. However, any such complaint shall be filed no later than one year from the date the alleged violation occurred. (Education Code 49013, 52075; 5 CCR 4630)

3. A complaint alleging unlawful discrimination (such as discriminatory harassment, intimidation, or bullying) may be filed only by a person who alleges that they have personally suffered the unlawful discrimination or by a person who believes that an individual or any specific class of individuals has been subjected to unlawful discrimination. The complaint shall be initiated no later than six months from the date that the alleged unlawful discrimination occurred, or six months from the date that the complainant first obtained knowledge of the facts of the alleged unlawful discrimination. The time for filing may be extended for up to 90 days by the Superintendent or designee for good cause upon written request by the complainant setting forth the reasons for the extension. (5 CCR 4630)

4. When a complaint alleging unlawful discrimination (such as discriminatory harassment, intimidation, or bullying) is filed anonymously, the compliance officer shall pursue an investigation or other response as appropriate, depending on the specificity and reliability of the information provided and the seriousness of the allegation.

5. When the complainant of unlawful discrimination (such as discriminatory harassment, intimidation, or bullying) or the alleged victim, when not the complainant, requests confidentiality, the compliance officer shall inform the complainant or victim that the request may limit the district's ability to investigate the conduct or take other necessary action. When honoring a request for confidentiality, the district shall nevertheless take all reasonable steps to investigate and resolve/respond to the complaint consistent with the request.

Mediation

Within three business days after receiving the complaint, the compliance officer may informally discuss with all the parties the possibility of using mediation. Mediation shall be offered to resolve complaints that involve more than one student and no adult. However, mediation shall not be offered or used to resolve any complaint involving an allegation of sexual assault or where there is a reasonable risk that a party to the mediation would feel compelled to participate. If the parties agree to mediation, the compliance officer shall make all arrangements for this process.

Before initiating the mediation of a complaint alleging retaliation or unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), the compliance officer shall ensure that all parties agree to make the mediator a party to relevant confidential information. The compliance officer shall also notify all parties of the right to end the informal process at any time.

If the mediation process does not resolve the problem within the parameters of law, the compliance officer shall proceed with an investigation of the complaint.

The use of mediation shall not extend the district's timelines for investigating and resolving the complaint unless the complainant agrees in writing to such an extension of time. If mediation is successful and the complaint is withdrawn, then the district shall take only the actions agreed to through the mediation. If mediation is unsuccessful, the district shall then continue with subsequent steps specified in this administrative regulation.

Investigation of Complaint

Within 10 business days after the compliance officer receives the complaint, the compliance officer shall begin an investigation into the complaint.

Within five business days of initiating the investigation, the compliance officer shall provide the complainant and/or the complainant's representative with the opportunity to present the information contained in the complaint to the compliance officer and shall notify the complainant and/or representative of the opportunity to present the compliance officer with any evidence, or information leading to evidence, to support the allegations in the complaint. Such evidence or information may be presented at any time during the investigation.

In conducting the investigation, the compliance officer shall collect all available documents and review all available records, notes, or statements related to the complaint, including any additional evidence or information received from the parties during the course of the investigation. The compliance officer shall individually interview all available witnesses with information pertinent to the complaint, and may visit any reasonably accessible location where the relevant actions are alleged to have taken place. At appropriate intervals, the compliance officer shall inform both parties of the status of the investigation.

To investigate a complaint alleging retaliation or unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), the compliance officer shall interview the alleged victim(s), any alleged offenders, and other relevant witnesses privately, separately, and in a confidential manner. As necessary, additional staff or legal counsel may conduct or support the investigation.

A complainant's refusal to provide the district's investigator with documents or other evidence related to the allegations in the complaint, failure or refusal to cooperate in the investigation, or engagement in any other obstruction of the investigation may result in the dismissal of the complaint because of a lack of evidence to support the allegation. Similarly, a respondent's refusal to provide the district's investigator with documents or other evidence related to the allegations in the complaint, failure or refusal to cooperate in the investigation, or engagement in any other obstruction of the investigation may result in a finding, based on evidence collected, that a violation has occurred and in the imposition of a remedy in favor of the complainant. (5 CCR 4631)

In accordance with law, the district shall provide the investigator with access to records and other information related to the allegation in the complaint and shall not in any way obstruct the investigation. Failure or refusal of the district to cooperate in the investigation may result in a finding based on evidence collected that a violation has occurred and in the imposition of a remedy in favor of the complainant. (5 CCR 4631)

The compliance officer shall apply a "preponderance of the evidence" standard in determining the veracity of the factual allegations in a complaint. This standard is met if the allegation is more likely to be true than not.

Timeline for Final Decision

Unless extended by written agreement with the complainant, the compliance officer shall prepare and send to the complainant a written report, as described in the section "Final Written Decision" below, within 60 calendar days of the district's receipt of the complaint. (5 CCR 4631)

For any complaint alleging unlawful discrimination (such as discriminatory harassment, intimidation, and bullying), the respondent shall be informed of any extension of the timeline agreed to by the complainant. The respondent also shall be sent the district's final written decision at the same time it is provided to the complainant.

Final Written Decision

For all complaints, the district's final written decision shall include: (5 CCR 4631)

1. The findings of fact based on the evidence gathered. In reaching a factual determination, the following factors may be taken into account:

- a. Statements made by any witnesses
- b. The relative credibility of the individuals involved
- c. How the complaining individual reacted to the incident
- d. Any documentary or other evidence relating to the alleged conduct
- e. Past instances of similar conduct by any alleged offenders
- f. Past false allegations made by the complainant.

2. The conclusion(s) of law.

3. Disposition of the complaint.

4. Rationale for such disposition.

For complaints of retaliation or unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), the disposition of the complaint shall include a determination for each allegation as to whether retaliation or unlawful discrimination has occurred.

The determination of whether a hostile environment exists may involve consideration of the following:

- a. The manner in which the misconduct affected one or more students' education
- b. The type, frequency, and duration of the misconduct
- c. The relationship between the alleged victim(s) and offender(s)
- d. The number of persons engaged in the conduct and at whom the conduct was directed
- e. The size of the school, location of the incidents, and context in which they occurred
- f. Other incidents at the school involving different individuals

5. Corrective action(s), including any actions that have been taken or will be taken to address the allegations in the complaint and including, with respect to a student fees complaint, a remedy that comports with Education Code 49013 and 5 CCR 4600

For complaints of unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), the decision may, as required by law, include:

- a. The corrective actions imposed on the respondent

b. Individual remedies offered or provided to the complainant or another person who was the subject of the complaint, but this information should not be shared with the respondent.

c. Systemic measures the school has taken to eliminate a hostile environment and prevent recurrence

6. Notice of the complainant's and respondent's right to appeal the district's decision to the CDE within 15 calendar days, and procedures to be followed for initiating such an appeal.

The decision may also include follow-up procedures to prevent recurrence or retaliation and for reporting any subsequent problems.

In consultation with district legal counsel, information about the relevant part of a decision may be communicated to a victim who is not the complainant and to other parties who may be involved in implementing the decision or are affected by the complaint, as long as the privacy of the parties is protected. In a complaint alleging unlawful discrimination (such as discriminatory harassment, intimidation, and bullying), notice of the district's decision to the alleged victim shall include information about any sanction to be imposed upon the respondent that relates directly to the alleged victim.

If the complaint involves a limited-English-proficient student or parent/guardian and the student involved is enrolled in a school at which 15 percent or more of the students speak a single primary language other than English, then the decision shall also be translated into that language pursuant to Education Code 48985. In all other instances, the district shall ensure meaningful access to all relevant information for parents/guardians with limited English proficiency.

For complaints alleging unlawful discrimination based on state law (such as discriminatory harassment, intimidation, and bullying), the decision shall also include a notice to the complainant that:

1. The complainant may pursue available civil law remedies outside of the district's complaint procedures, including seeking assistance from mediation centers or public/private interest attorneys, 60 calendar days after the filing of an appeal with the CDE. (Education Code 262.3)

2. The 60 days moratorium does not apply to complaints seeking injunctive relief in state courts or to discrimination complaints based on federal law. (Education Code 262.3)

3. Complaints alleging discrimination based on race, color, national origin, sex, gender, disability, or age may also be filed with the U.S. Department of Education, Office for Civil Rights at www.ed.gov/ocr within 180 days of the alleged discrimination.

Corrective Actions

When a complaint is found to have merit, the compliance officer shall adopt any appropriate corrective action permitted by law. Appropriate corrective actions that focus on the larger school or district environment may include, but are not limited to, actions to reinforce district policies; training for faculty, staff, and students; updates to school policies; or school climate surveys.

(cf. 5137 - Positive School Climate)

For complaints involving retaliation or unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), appropriate remedies that may be offered to the victim but not communicated to the respondent may include, but are not limited to, the following:

1. Counseling

(cf. 6164.2 - Guidance/Counseling Services)

2. Academic support.

3. Health services.

4. Assignment of an escort to allow the victim to move safely about campus.

5. Information regarding available resources and how to report similar incidents or retaliation.
6. Separation of the victim from any other individuals involved, provided the separation does not penalize the victim.
7. Restorative justice.
8. Follow-up inquiries to ensure that the conduct has stopped and there has been no retaliation.

For complaints involving retaliation or unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), appropriate corrective actions that focus on a student offender may include, but are not limited to, the following:

1. Transfer from a class or school as permitted by law.
2. Parent/guardian conference.
3. Education regarding the impact of the conduct on others.
4. Positive behavior support.
5. Referral to a student success team.

(cf. 6164.5 - Student Success Teams)

6. Denial of participation in extracurricular or co-curricular activities or other privileges as permitted by law.

(cf. 6145 - Extracurricular and Cocurricular Activities)

7. Disciplinary action, such as suspension or expulsion, as permitted by law.

(cf. 5144 - Discipline)

(cf. 5144.1 - Suspension and Expulsion/Due Process)

When an employee is found to have committed retaliation or unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), the district shall take appropriate disciplinary action, up to and including dismissal, in accordance with applicable law and collective bargaining agreement.

(cf. 4118 - Dismissal/Suspension/Disciplinary Action)

(cf. 4218 - Dismissal/Suspension/Disciplinary Action)

The district may also consider training and other interventions for the larger school community to ensure that students, staff, and parents/guardians understand the types of behavior that constitute unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), that the district does not tolerate it, and how to report and respond to it.

When a complaint is found to have merit, an appropriate remedy shall be provided to the complainant or other affected person.

However, if a complaint alleging noncompliance with the laws regarding student fees, deposits, and other charges, physical education instructional minutes, or any requirement related to the LCAP is found to have merit, the district shall provide a remedy to all affected students and parents/guardians subject to procedures established by regulation of the State Board of Education. (Education Code 49013, 51222, 51223, 52075)

For complaints alleging noncompliance with the laws regarding student fees, the district shall attempt in good faith, by engaging in reasonable efforts, to identify and fully reimburse all affected students and parents/guardians who paid the unlawful student fees within one year prior to the filing of the complaint. (Education Code 49013; 5 CCR 4600)

Appeals to the California Department of Education

Any complainant who is dissatisfied with the district's final written decision on a complaint regarding any specified federal or state educational program subject to UCP may file an appeal in writing with the CDE within 15 calendar days of receiving the district's decision. (5 CCR 4632)

The complainant shall specify the basis for the appeal of the decision and whether the facts are incorrect and/or the law has been misapplied. The appeal shall be sent to CDE with a copy of the locally filed complaint and a copy of the district's decision in that complaint. (5 CCR 4632)

When a respondent in any complaint alleging unlawful discrimination (such as discriminatory harassment, intimidation, and bullying) is dissatisfied with the district's final written decision, the respondent, in the same manner as the complainant, may file an appeal with the CDE.

The complainant or respondent shall specify the basis for the appeal of the decision and whether the facts are incorrect and/or the law has been misapplied. The appeal shall be accompanied by a copy of the locally filed complaint and a copy of the district's decision. (5 CCR 4632)

Upon notification by the CDE that the district's decision has been appealed, the Superintendent or designee shall forward the following documents to the CDE: (5 CCR 4633)

1. A copy of the original complaint.
2. A copy of the written decision.
3. A summary of the nature and extent of the investigation conducted by the district, if not covered by the decision.
4. A copy of the investigation file including, but not limited to, all notes, interviews, and documents submitted by the parties and gathered by the investigator.
5. A report of any action taken to resolve the complaint.
6. A copy of the district's UCP.
7. Other relevant information requested by the CDE

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State References	Description
2 CCR 11023	Harassment and discrimination prevention and correction - https://simbli.eboardsolutions.com/SU/haAgKnrQhVJbSlsh34hY5zslsh5Q==
5 CCR 15580-15584	Child nutrition programs complaint procedures
5 CCR 3200-3205	Special education compliance complaints
5 CCR 4600-4670	Uniform complaint procedures
5 CCR 4680-4687	Williams uniform complaint procedures
5 CCR 4690-4694	Complaints regarding health and safety issues in license-exempt preschool programs
5 CCR 4900-4965	Nondiscrimination in elementary and secondary education programs
Ed. Code 200-262.4	Educational equity; prohibition of discrimination on the basis of sex - https://simbli.eboardsolutions.com/SU/ytTLslshoozWGUAAbNL6kKkgxQ==
Ed. Code 18100-18203	School libraries
Ed. Code 32221.5	Insurance for athletic team members
Ed. Code 32280-32289	School safety plans

Ed. Code 35186	Williams uniform complaint procedures
Ed. Code 46015	Parental leave for students
Ed. Code 48853-48853.5	Foster youth
Ed. Code 48985	Notices in language other than English
Ed. Code 49010-49014	Student fees
Ed. code 49060-49079	Student records
Ed. Code 49069.5	Records of foster youth
Ed. Code 49490-49590	Child nutrition programs
Ed. Code 49701	Interstate Compact on Educational Opportunity for Military Children
Ed. Code 51210	Courses of study grades 1-6
Ed. Code 51222	Physical education
Ed. Code 51223	Physical education, elementary schools
Ed. Code 51225.1-51225.2	Foster youth, homeless children, former juvenile court school students; course credits; graduation requirements
Ed. Code 51226-51226.1	Career technical education
Ed. Code 51228.1-51228.3	Course periods without educational content
Ed. Code 52059.5	Statewide system of support
Ed. Code 52060-52077	Local control and accountability plan
Ed. Code 52075	Complaint for lack of compliance with local control and accountability plan requirements
Ed. Code 52300-52462	Career technical education
Ed. Code 52500-52616.24	Adult schools
Ed. Code 54400-54425	Compensatory education programs
Ed. Code 54440-54445	Migrant education
Ed. Code 54460-54529	Compensatory education programs
Ed. Code 59000-59300	Special schools and centers
Ed. Code 64000-64001	Consolidated application process; school plan for student achievement
Ed. Code 65000-65001	School site councils
Ed. Code 8200-8498	Child care and development programs
Ed. Code 8500-8538	Adult basic education
Gov. Code 11135	Nondiscrimination in programs or activities funded by state
Gov. Code 11135	Discrimination - https://simbli.eboardsolutions.com/SU/PcUFWeMcCJnzBrKAL0EtfQ==
Gov. Code 12900-12996	Fair Employment and Housing Act
H&S Code 1596.792	California Child Day Care Act; general provisions and definitions
H&S Code 1596.7925	California Child Day Care Act; health and safety regulations
Pen. Code 422.55	Hate crime; definition
Pen. Code 422.6	Interference with constitutional right or privilege

Federal References

20 USC 1221
20 USC 1232g

Description

Application of laws
Family Educational Rights and Privacy Act (FERPA) of 1974

20 USC 1681-1688	Title IX of the Education Amendments of 1972
20 USC 6301-6576	Title I Improving the Academic Achievement of the Disadvantaged
20 USC 6801-7014	Title III language instruction for limited English proficient and immigrant students
28 CFR 35.107	Nondiscrimination on basis of disability; complaints
29 USC 794	Rehabilitation Act of 1973, Section 504
34 CFR 100.3	Prohibition of discrimination on basis of race, color or national origin
34 CFR 104.7	Designation of responsible employee for Section 504
34 CFR 106.1-106.82	Nondiscrimination on the basis of sex in education programs
34 CFR 106.8	Designation of responsible employee for Title IX
34 CFR 106.9	Notification of nondiscrimination on basis of sex
34 CFR 110.25	Notification of nondiscrimination on the basis of age
34 CFR 99.1-99.67	Family Educational Rights and Privacy Act
42 USC 11431-11435	McKinney-Vento Homeless Assistance Act
42 USC 12101-12213	Title II equal opportunity for individuals with disabilities
42 USC 2000d-2000e-17	Title VI and Title VII Civil Rights Act of 1964, as amended
42 USC 2000h-2-2000h-6	Title IX of the Civil Rights Act of 1964
42 USC 6101-6107	Age Discrimination Act of 1975

Management Resources References

CA DOE Publication	Sample UCP Board Policies and Procedures
California Department of Education Publication	Uniform Complaint Procedure 2020-21 Program Instrument
U.S. DOE, Office For Civil Rights Publication	Dear Colleague Letter: Title IX Coordinators, April 2015
U.S. DOE, Office For Civil Rights Publication	Dear Colleague Letter, September 22, 2017
U.S. DOE, Office for Civil Rights Publication	Dear Colleague Letter: Responding to Bullying of Students with Disabilities, October 2014
U.S. DOE, Office for Civil Rights Publication	Dear Colleague Letter: Harassment and Bullying, October 2010
U.S. DOE, Office for Civil Rights Publication	Revised Sexual Harassment Guidance: Harassment of Students by School Employees, Other Students, or Third Parties, January 2001
U.S. DOJ Publication	Guidance to Federal Financial Assistance Recipients Regarding Title VI, 2002
Website	U.S. Department of Justice - https://simbli.eboardsolutions.com/SU/BPwrkTmFhG0SXt3hKCVuBw==
Website	CSBA - https://simbli.eboardsolutions.com/SU/W3QxkK2FPsDsQBnMIENxGg==
Website	California Department of Education - https://simbli.eboardsolutions.com/SU/os2jq5DcA2RawmY2VZ5FZQ==
Website	U.S. Department of Education, Office for Civil Rights - https://simbli.eboardsolutions.com/SU/HrN4mDOsAx53TBZ2HPwBvQ==

Cross References

0410	Nondiscrimination In District Programs And Activities - https://simbli.eboardsolutions.com/SU/orLfVYTgL7i8NAvA9JYqlw==
0420	School Plans/Site Councils - https://simbli.eboardsolutions.com/SU/Pu8LXoplusLyaxF29plusxWUuVAA==

0420	School Plans/Site Councils - https://simbli.eboardsolutions.com/SU/Z1quLFWrZ0IDBZslsh99oplHw==
0430	Comprehensive Local Plan For Special Education - https://simbli.eboardsolutions.com/SU/E0ZzCDmZUfgzbS55UaOIDA==
0430	Comprehensive Local Plan For Special Education - https://simbli.eboardsolutions.com/SU/FnyFw2mAWadAof8mk8MqPw==
0450	Comprehensive Safety Plan - https://simbli.eboardsolutions.com/SU/mGRdv9TGdjBslshn20zKq68Sg==
0450	Comprehensive Safety Plan - https://simbli.eboardsolutions.com/SU/dMpHrslshc2LhNOVJMeLZFLZw==
1100	Communication With The Public - https://simbli.eboardsolutions.com/SU/pyHDJqv3o4CTmJrvRSKUw==
1113	District And School Web Sites - https://simbli.eboardsolutions.com/SU/cnxmLgJ0MhOjckhdPSsvg==
1113	District And School Web Sites - https://simbli.eboardsolutions.com/SU/rzbyNslshDBuG8hcgBrFJUHRg==
1113-E(3)	District And School Web Sites - https://simbli.eboardsolutions.com/SU/qQnp9RTeCs0JrCs43SD2Sg==
1114	District-Sponsored Social Media - https://simbli.eboardsolutions.com/SU/wrJsOAqF5Gwu5baAFHW7bw==
1114	District-Sponsored Social Media - https://simbli.eboardsolutions.com/SU/sEplus97TIsPI80xRpSe9wHZA==
1250	Visitors/Outsiders - https://simbli.eboardsolutions.com/SU/plusEaX9cBHslshlAb1DpluspZTulw==
1250	Visitors/Outsiders - https://simbli.eboardsolutions.com/SU/cf2Ekn6eEGZ1w8DhuwerzA==
1312.1	Complaints Concerning District Employees - https://simbli.eboardsolutions.com/SU/GSNrBhWacsoZqoOmVBbplusNQ==
1312.1	Complaints Concerning District Employees - https://simbli.eboardsolutions.com/SU/P9HGILA6VtSfLyKp43slsh9fA==
1312.2	Complaints Concerning Instructional Materials - https://simbli.eboardsolutions.com/SU/YaEt0OkBZMtQIOI5HbW6HQ==
1312.2	Complaints Concerning Instructional Materials - https://simbli.eboardsolutions.com/SU/7oF98z9NslshVjjxuyY0FMplusPw==
1312.2-E(1)	Complaints Concerning Instructional Materials - https://simbli.eboardsolutions.com/SU/42c8mIGhBDEc0sGif0Dsiw==
1312.4	Williams Uniform Complaint Procedures - https://simbli.eboardsolutions.com/SU/rMPC1sBmCaHRpPNwV4hWyg==
1312.4-E(1)	Williams Uniform Complaint Procedures - https://simbli.eboardsolutions.com/SU/Jplusws7i78qgg18VfJUmyycg==
3260	Fees And Charges - https://simbli.eboardsolutions.com/SU/PMjph1IzbQPPcwHfR4uLvlg==
3260	Fees And Charges - https://simbli.eboardsolutions.com/SU/1ReRbRDdZTDnDK9HdMIYtw==
3580	District Records - https://simbli.eboardsolutions.com/SU/fYIK8slsh2A1znnhUO609Im9w==
3580	District Records - https://simbli.eboardsolutions.com/SU/4wcxTkhBIHz8ExqbV41kWQ==
4030	Nondiscrimination In Employment - https://simbli.eboardsolutions.com/SU/2dpocJ6Q0qOJ2cyhuR7rrQ==

4030 Nondiscrimination In Employment -
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4112.23 Special Education Staff -
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4112.9 Employee Notifications -
<https://simbli.eboardsolutions.com/SU/JGGgCmF67zUGV8YUcx0Asw==>

4112.9-E(1) Employee Notifications -
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4119.11 Sexual Harassment -
<https://simbli.eboardsolutions.com/SU/vyMsTAzhFQVlplusApCIVu3tA==>

4119.11 Sexual Harassment -
<https://simbli.eboardsolutions.com/SU/kx224dssqx9jDBwTgNpshKQ==>

4119.23 Unauthorized Release Of Confidential/Privileged Information -
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4212.9 Employee Notifications -
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4212.9-E(1) Employee Notifications -
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4218 Dismissal/Suspension/Disciplinary Action -
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4219.11 Sexual Harassment -
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4219.11 Sexual Harassment -
<https://simbli.eboardsolutions.com/SU/rrQLfzukQ8Py6JQplusnlwWVQ==>

4219.23 Unauthorized Release Of Confidential/Privileged Information -
<https://simbli.eboardsolutions.com/SU/vfQH2oivr2hLgMdZbCw2cg==>

4231 Staff Development -
<https://simbli.eboardsolutions.com/SU/dNnHULoTTO2gDSvSm7HqTQ==>

4312.9 Employee Notifications -
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4312.9-E(1) Employee Notifications -
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4319.11 Sexual Harassment -
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4319.11 Sexual Harassment -
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4319.23 Unauthorized Release Of Confidential/Privileged Information -
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4331 Staff Development -
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5116.1 Intradistrict Open Enrollment -
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5116.1 Intradistrict Open Enrollment -
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5117 Interdistrict Attendance -
<https://simbli.eboardsolutions.com/SU/poEsf0nqKjkkS2ZnjsS3ZQ==>

5117 Interdistrict Attendance -
<https://simbli.eboardsolutions.com/SU/DjOIXFthxbtS3NhlkXJAcQ==>

5125 Student Records -
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5125	Student Records - https://simbli.eboardsolutions.com/SU/yqslshK1asiUbO3jVQjDldLYQ==
5141.4	Child Abuse Prevention And Reporting - https://simbli.eboardsolutions.com/SU/7P4yr0ZSACpwgnOTarXHCQ==
5141.4	Child Abuse Prevention And Reporting - https://simbli.eboardsolutions.com/SU/K1c7ddNluNArXThVlhk6iQ==
5144	Discipline - https://simbli.eboardsolutions.com/SU/ypMLBTgQkpQeCXsPCc45w==
5144	Discipline - https://simbli.eboardsolutions.com/SU/tqTjsGplusLb3J2GXl1slsh31FOw==
5144.1	Suspension And Expulsion/Due Process - https://simbli.eboardsolutions.com/SU/WuplusWIMghslshbXUBU0Tslshplusc2kg==
5144.1	Suspension And Expulsion/Due Process - https://simbli.eboardsolutions.com/SU/VxekUx3uOz3JZEplusDQ4VhDA==
5145.3	Nondiscrimination/Harassment - https://simbli.eboardsolutions.com/SU/u9872YQFIfNiH1AslshDjclVw==
5145.3	Nondiscrimination/Harassment - https://simbli.eboardsolutions.com/SU/hdFDLhxVXOW3hDy4TOslshLplusQ==
5145.6	Parental Notifications - https://simbli.eboardsolutions.com/SU/CThgUslsh1qNiaGil3WeeDdfA==
5145.7	Sexual Harassment - https://simbli.eboardsolutions.com/SU/pluselotehy31vCfwyBhlmaqA==
5145.7	Sexual Harassment - https://simbli.eboardsolutions.com/SU/8BXyitpGpujMeVBWaj8X9w==
5145.71	Title IX Sexual Harassment Complaint Procedures - https://simbli.eboardsolutions.com/SU/GLu4PdIHMGgyN3qH6k64bA==
5146	Married/Pregnant/Parenting Students - https://simbli.eboardsolutions.com/SU/zqRTH9VPTRhKmahZUn8aslshg==
5146	Married/Pregnant/Parenting Students - https://simbli.eboardsolutions.com/SU/CMvT0m9ieDsD5AgWtrPrhg==
5148.2	Before/After School Programs - https://simbli.eboardsolutions.com/SU/3BwuxXh6JdMeOcOhggSw3w==
5148.2	Before/After School Programs - https://simbli.eboardsolutions.com/SU/a5kfWx1vK4Ld4gC2P16cSw==
6142.1	Sexual Health And HIV/AIDS Prevention Instruction - https://simbli.eboardsolutions.com/SU/brD8oqiPjVITqgbplusnnN6qw==
6142.1	Sexual Health And HIV/AIDS Prevention Instruction - https://simbli.eboardsolutions.com/SU/kVYwy7kbF312IFy2SvN4Rg==
6142.7	Physical Education And Activity - https://simbli.eboardsolutions.com/SU/pc9mwjq4EJHgvHaWDYOCCA==
6142.7	Physical Education And Activity - https://simbli.eboardsolutions.com/SU/vXhfAz7iGOV2JatQQKcVTQ==
6145	Extracurricular And Cocurricular Activities - https://simbli.eboardsolutions.com/SU/plus6QJYoeVlZYaop6DVplus3eg==
6145	Extracurricular And Cocurricular Activities - https://simbli.eboardsolutions.com/SU/i4ZO35qslsh0DJhpNplusbKkdplusMg==
6145.2	Athletic Competition - https://simbli.eboardsolutions.com/SU/PWPeTMYWCrinFio4lslshryvQ==
6145.2	Athletic Competition - https://simbli.eboardsolutions.com/SU/Q7aFyyE9ALwSndU3Ba9kMQ==

6146.1	High School Graduation Requirements - https://simbli.eboardsolutions.com/SU/qZnBn3aF6sGBBWuL4vTefQ==
6152	Class Assignment - https://simbli.eboardsolutions.com/SU/bzNXBLEPj68GGXV9RpWsJA==
6159	Individualized Education Program - https://simbli.eboardsolutions.com/SU/Y2luFIY6FLecsBplusvEnGfDA==
6159	Individualized Education Program - https://simbli.eboardsolutions.com/SU/ciZKCbj4lp9H3xqEYplus5NIg==
6159.1	Procedural Safeguards And Complaints For Special Education - https://simbli.eboardsolutions.com/SU/9RUBcQQs4C21WddcPslshN0vg==
6159.1	Procedural Safeguards And Complaints For Special Education - https://simbli.eboardsolutions.com/SU/G4vZ7h01ZdVOJdzVU7cMPw==
6159.2	Nonpublic, Nonsectarian School And Agency Services For Special Education - https://simbli.eboardsolutions.com/SU/2kE4fqiC0DXUImGslshlplusqQkQ==
6159.2	Nonpublic, Nonsectarian School And Agency Services For Special Education - https://simbli.eboardsolutions.com/SU/ttECxOwicGXVle9mnHDN4A==
6159.3	Appointment Of Surrogate Parent For Special Education Students - https://simbli.eboardsolutions.com/SU/gsacCWrdvq2fav1mgdAX0w==
6159.3	Appointment Of Surrogate Parent For Special Education Students - https://simbli.eboardsolutions.com/SU/VjLalqjU92TgBHjP6h6E1A==
6164.4	Identification And Evaluation Of Individuals For Special Education - https://simbli.eboardsolutions.com/SU/YcwwCj6G1doaQVXJLuuzMQ==
6164.4	Identification And Evaluation Of Individuals For Special Education - https://simbli.eboardsolutions.com/SU/TEpV3thOv1ZKoz9P0uZnZQ==
6171	Title I Programs - https://simbli.eboardsolutions.com/SU/eNDEC8kQvtbvk4mhm2rU0Uw==
6171	Title I Programs - https://simbli.eboardsolutions.com/SU/sx00hjslshr9zubol6nYYqf1w==
6173	Education For Homeless Children - https://simbli.eboardsolutions.com/SU/k1tJgwtHglTLq55PbP3xow==
6173	Education For Homeless Children - https://simbli.eboardsolutions.com/SU/mhHPI41nY2EGU8VzrXclw==
6173-E(1)	Education For Homeless Children - https://simbli.eboardsolutions.com/SU/fNDAozdyYmpynacln1KFuA==
6173.1	Education For Foster Youth - https://simbli.eboardsolutions.com/SU/Dqp6XYnin5pJslshxnfqIQToQ==
6173.1	Education For Foster Youth - https://simbli.eboardsolutions.com/SU/eu5IFRGVb9xvQltPtCmWyA==
6178	Career Technical Education - https://simbli.eboardsolutions.com/SU/RyBflslshLXPVDRyrtSZabUQ==
6178	Career Technical Education - https://simbli.eboardsolutions.com/SU/bQtrzelqcfM3LtVslshrKXQnw==
6178.1	Work-Based Learning - https://simbli.eboardsolutions.com/SU/uWfFvtpyiHtslshRiAl8yJLFA==
6178.1	Work-Based Learning - https://simbli.eboardsolutions.com/SU/FwPcHgd2lm17uu8TbIGWAg==
6178.2	Regional Occupational Center/Program - https://simbli.eboardsolutions.com/SU/lvIQpcTGNjQrUXplusyTZNxnQ==
9000-B	Role Of The Board - https://simbli.eboardsolutions.com/SU/igioNWfNiC0XyIK8fvo0lg==

- 9011-B Disclosure Of Confidential/Privileged Information -
<https://simbli.eboardsolutions.com/SU/FQJZcSqzPrtT9wgWCAZMew==>
- 9012-B Board Member Electronic Communications -
<https://simbli.eboardsolutions.com/SU/l1roHCpDIK8G5Hcfojyziw==>
- 9124-B Attorney - <https://simbli.eboardsolutions.com/SU/aMuegc6cb1nfGvJ5hWlseg==>
- 9200-B Limits Of Board Member Authority -
<https://simbli.eboardsolutions.com/SU/HygRhjV4RDqB3eU40CTyCQ==>
- 9321-B Closed Session -
<https://simbli.eboardsolutions.com/SU/9KyzJWvSbZGm4CmMtoslshmdQ==>
- 9322-B Agenda/Meeting Materials -
<https://simbli.eboardsolutions.com/SU/O2ltOxlCMMBslshmlGmKQswzA==>