Policy 1312.3: Uniform Complaint Procedures

Status: ADOPTED

Original Adopted Date: 05/01/2017 | **Last Revised Date:** 10/01/2023 | **Last Reviewed Date:** 10/01/2023

The Governing Board recognizes that the district has the primary responsibility to ensure compliance with applicable state and federal laws and regulations governing educational programs. The Board encourages the early resolution of complaints whenever possible. To resolve complaints which may require a more formal process, the Board adopts the uniform system of complaint processes specified in 5 CCR 4600-4670 and the accompanying administrative regulation.

Complaints Subject to UCP

The district's uniform complaint procedures (UCP) shall be used to investigate and resolve complaints regarding the following programs and activities:

1. Accommodations for pregnant and parenting students (Education Code 46015)

2. Adult education programs (Education Code 8500-8538, 52334.7, 52500-52617)

3. After School Education and Safety programs (Education Code 8482-8484.65)

4. Agricultural career technical education (Education Code 52460-52462)

5. Career technical and technical education and career technical and technical training programs (Education Code 52300-52462)

6. Child care and development programs (Education Code 8200-8488)

7. Compensatory education (Education Code 54400)

8. Consolidated categorical aid programs (Education Code 33315; 34 CFR 299.10-299.12)

9. Course periods without educational content (Education Code 51228.1-51228.3)

10. Discrimination, harassment, intimidation, or bullying in district programs and activities, including in those programs or activities funded directly by or that receive or benefit from any state financial assistance, based on a person's actual or perceived characteristics of race or ethnicity, color, ancestry, nationality, national origin, immigration status, ethnic group identification, age, religion, marital status, pregnancy, parental status, physical or mental disability, medical condition, sex, sexual orientation, gender, gender identity, gender expression, or genetic information, or any other characteristic identified in Education Code 200 or 220, Government Code 11135, or Penal Code 422.55, or based on the person's association with a person or group with one or more of these actual or perceived characteristics (5 CCR 4610)

    Discrimination includes, but is not limited to, the Board's refusal to approve the use or prohibit the use of any textbook, instructional material, supplemental instructional material, or other curriculum for classroom instruction, or any book or other resource in a school library, on the basis that it includes a study of the role and contributions of any individual or group consistent with the requirements of Education Code 51204.5 and 60040, unless such study would violate Education Code 51501 or 60044. A complaint alleging such unlawful discrimination may, in addition to or in lieu of being filed with the district, be directly filed with the Superintendent of Public Instruction (SPI). (Education Code 243)

11. Educational and graduation requirements for students in foster care, students experiencing homelessness, students from military families, students formerly in a juvenile court school, students who are migratory, and students participating in a newcomer program (Education Code 48645.7, 48853, 48853.5, 49069.5, 51225.1, 51225.2)

12. Every Student Succeeds Act (Education Code 52059.5; 20 USC 6301 et seq.)

13. Local control and accountability plan (Education Code 52075)

14. Migrant education (Education Code 54440-54445

15. Physical education instructional minutes (Education Code 51210, 51222, 51223)

16. Student fees (Education Code 49010-49013)

17. Reasonable accommodations to a lactating student (Education Code 222)

18. Regional occupational centers and programs (Education Code 52300-52334.7)

19. School plans for student achievement as required for the consolidated application for specified federal and/or state categorical funding (Education Code 64001)

20. School site councils as required for the consolidated application for specified federal and/or state categorical funding (Education Code 65000)

21. State preschool programs (Education Code 8207-8225)

22. State preschool health and safety issues in license-exempt programs (Education Code 8212)

23. Any complaint alleging retaliation against a complainant or other participant in the complaint process or anyone who has acted to uncover or report a violation subject to this policy

24. Any other state or federal educational program the SPI or designee deems appropriate

The Board recognizes that alternative dispute resolution (ADR) can, depending on the nature of the allegations, offer a process for resolving a complaint in a manner that is acceptable to all parties. An ADR process such as mediation may 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 sexual assault or where there is a reasonable risk that a party to the mediation would feel compelled to participate. The Superintendent or designee shall ensure that the use of ADR is consistent with state and federal laws and regulations.

The district shall protect all complainants from retaliation. In investigating complaints, the confidentiality of the parties involved shall be protected as required by law. For any complaint alleging retaliation or unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), the Superintendent or designee shall keep the identity of the complainant, and/or the subject of the complaint if different from the complainant, confidential when appropriate and as long as the integrity of the complaint process is maintained.

When an allegation that is not subject to UCP is included in a UCP complaint, the district shall refer the non-UCP allegation to the appropriate staff or agency and shall investigate and, if appropriate, resolve the UCP-related allegation(s) through the district's UCP.

The Superintendent or designee shall provide training to district staff to ensure awareness and knowledge of current law and requirements related to UCP, including the steps and timelines specified in this policy and the accompanying administrative regulation.

The Superintendent or designee shall maintain a record of each complaint and subsequent related actions, including steps taken during the investigation and all information required for compliance with 5 CCR 4631 and 4633.

Non-UCP Complaints

The following complaints shall not be subject to the district's UCP but shall be investigated and resolved by the specified agency or through an alternative process:

1. Any complaint alleging child abuse or neglect shall be referred to the County Department of Social Services Protective Services Division or the appropriate law enforcement agency. (5 CCR 4611)

2. Any complaint alleging health and safety violations by a child development program shall, for licensed facilities, be referred to Department of Social Services. (5 CCR 4611)

3. Any complaint alleging that a student, while in an education program or activity in which the district exercises substantial control over the context and respondent, was subjected to sexual harassment as defined in 34 CFR 106.30 shall be addressed through the federal Title IX complaint procedures adopted pursuant to 34 CFR 106.44-106.45, as specified in Administrative Regulation 5145.71 - Title IX Sexual Harassment Complaint Procedures.

4. Any complaint alleging employment discrimination or harassment shall be investigated and resolved by the district in accordance with the procedures specified in Administrative Regulation 4030 - Nondiscrimination in Employment, including the right to file the complaint with the California Civil Rights Department.

5. Any complaint alleging a violation of a state or federal law or regulation related to special education, a settlement agreement related to the provision of a free appropriate public education (FAPE), failure or refusal to implement a due process hearing order to which the district is subject, or a physical safety concern that interferes with the district's provision of FAPE shall be submitted to the California Department of Education (CDE) in accordance with Administrative Regulation 6159.1 - Procedural Safeguards and Complaints for Special Education. (5 CCR 3200-3205)

6. Any complaint alleging noncompliance of the district's food service program with laws regarding meal counting and claiming, reimbursable meals, eligibility of children or adults, or use of cafeteria funds and allowable expenses shall be filed with or referred to CDE in accordance with Board Policy 3555 - Nutrition Program Compliance. (5 CCR 15580-15584)

7. Any allegation of discrimination based on race, color, national origin, sex, age, or disability in the district's food service program shall be filed with or referred to the U.S. Department of Agriculture in accordance with Board Policy 3555 - Nutrition Program Compliance. (5 CCR 15582)

8. Any complaint related to sufficiency of textbooks or instructional materials, emergency or urgent facilities conditions that pose a threat to the health or safety of students or staff, or teacher vacancies and misassignments shall be investigated and resolved in accordance with Administrative Regulation 1312.4 - Williams Uniform Complaint Procedures. (Education Code 35186)

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 4600-4687	Uniform complaint procedures and Williams complaints
5 CCR 4690-4694	Complaints regarding health and safety issues in license-exempt preschool programs
5 CCR 4900-4965	Nondiscrimination in elementary and secondary educational programs receiving state or federal financial assistance
Ed. Code 18100-18203	School libraries - https://simbli.eboardsolutions.com/SU/gEKFVCshY2uysLTMWE06ug==
Ed. Code 200-262.4	Prohibition of discrimination - https://simbli.eboardsolutions.com/SU/ytTLslshoozWGUAbNL6kKkgxQ==
Ed. Code 32280-32289.5	School safety plans - https://simbli.eboardsolutions.com/SU/gz33QjVcfk6ufvjfPS84Kw==

Ed. Code 35186	Williams uniform complaint procedures - https://simbli.eboardsolutions.com/SU/MDiv2vFqYgd1u6vWMYFnhA==
Ed. Code 46015	Parental leave for students - https://simbli.eboardsolutions.com/SU/A5q1Ee4yrt4KmDTVXBHEkg==
Ed. Code 48645.7	Juvenile court schools - https://simbli.eboardsolutions.com/SU/AcRvAUFJ7EplusoGlrm4VsbZw==
Ed. Code 48853-48853.5	Foster youth - https://simbli.eboardsolutions.com/SU/QU2SE6Iz7doZOGCpluslbtaEg==
Ed. Code 48985	Notices to parents in language other than English - https://simbli.eboardsolutions.com/SU/LHS9yg0UBYa76W1AygydnA==
Ed. Code 49010-49013	Student fees - https://simbli.eboardsolutions.com/SU/daJBvwak5yr7i9e1yKfzsA==
Ed. Code 49060-49079	Student records - https://simbli.eboardsolutions.com/SU/48PbpM8vuGIggyF7weQSbw==
Ed. Code 49069.5	Records of foster youth - https://simbli.eboardsolutions.com/SU/7EZSzhTOVeZ1vxC4vqntnA==
Ed. Code 49490-49590	Child nutrition programs - https://simbli.eboardsolutions.com/SU/HpsplusCiBj7dmHtQtmlGieZQ==
Ed. Code 49701	Provisions of the Interstate Compact on Educational Opportunities for Military Children - https://simbli.eboardsolutions.com/SU/EHaMyWplus22XiIM2rKzLDgQA==
Ed. Code 51204.5	Social sciences instruction; contributions of specified groups - https://simbli.eboardsolutions.com/SU/oZPEg6h3Qnnndu4eQsmHFg==
Ed. Code 51210	Course of study for grades 1-6 - https://simbli.eboardsolutions.com/SU/JykgKwplusslshvJND2xzQcl3slshslshw==
Ed. Code 51222	Physical education - https://simbli.eboardsolutions.com/SU/g20nvEDdHGPfUCs0pymqlA==
Ed. Code 51223	Physical education; elementary schools - https://simbli.eboardsolutions.com/SU/kjyahxIV5sXVmf5NRnPFgQ==
Ed. Code 51225.1-51225.2	Foster youth, homeless children, former juvenile court school students; course credits; graduation requirements - https://simbli.eboardsolutions.com/SU/ESJhsNSpOyN75E8CplusIXPNg==
Ed. Code 51226-51226.1	Career technical education - https://simbli.eboardsolutions.com/SU/ESJhsNSpOyN75E8CplusIXPNg==
Ed. Code 51228.1-51228.3	Course periods without educational content - https://simbli.eboardsolutions.com/SU/ESJhsNSpOyN75E8CplusIXPNg==
Ed. Code 51501	Nondiscriminatory subject matter - https://simbli.eboardsolutions.com/SU/txGfKL89VkvcW7IFg8Emtw==
Ed. Code 52059.5	Statewide system of support - https://simbli.eboardsolutions.com/SU/FeOETX8ebgjS8BNeW4qTGA==
Ed. Code 52060-52077	Local control and accountability plan - https://simbli.eboardsolutions.com/SU/kjIplusPzLslshlt7rP0BfXZYJuQ==
Ed. Code 52075	Complaint for lack of compliance with local control and accountability plan requirements - https://simbli.eboardsolutions.com/SU/8lFk3KsEOM9tKoqIuFWBwQ==
Ed. Code 52300-52462	Career technical education - https://simbli.eboardsolutions.com/SU/W5QWdzplusIzuXHkwAarOug5w==
Ed. Code 52500-52617	Adult schools - https://simbli.eboardsolutions.com/SU/lrB2FlLBOprTRYP9uEplusSslshA==
Ed. Code 54400-54425	Compensatory education programs - https://simbli.eboardsolutions.com/SU/FuvMslshOo2WtsLQ8AKjJIYOw==

Ed. Code 54440-54445	Migrant education - https://simbli.eboardsolutions.com/SU/56YV98b2cqpluspQnIpp2KrGg==
Ed. Code 54460-54529	Compensatory education programs - https://simbli.eboardsolutions.com/SU/FeT7h5o0rDzlCJFvpJcSuQ==
Ed. Code 59000-59300	Special schools and centers - https://simbli.eboardsolutions.com/SU/KxWrplus7BfgFSwbHt62ZoaCw==
Ed. Code 60010	Instructional materials; definition - https://simbli.eboardsolutions.com/SU/GjXRejOBcJgfje5LOpBxYg==
Ed. Code 60040-60052	Requirements for instructional materials - https://simbli.eboardsolutions.com/SU/vqD4yC2hSBZ9a219bpluseiDA==
Ed. Code 64000-64001	Consolidated application process; school plan for student achievement - https://simbli.eboardsolutions.com/SU/HpsplusCiBj7dmHtQtmlGieZQ==
Ed. Code 65000-65001	School site councils - https://simbli.eboardsolutions.com/SU/0EApLzMGH2XevzVUbza2cw==
Ed. Code 8200-8488	Child care and development programs - https://simbli.eboardsolutions.com/SU/WaiIxWdWXPyHcdWpmOa61w==
Ed. Code 8500-8538	Adult basic education - https://simbli.eboardsolutions.com/SU/zBCOmaotzOIz4nDHL0slsh82Q==
Gov. Code 11135	Prohibition of discrimination - https://simbli.eboardsolutions.com/SU/PcUFWeMcCJnzBrKAL0EtfQ==
Gov. Code 12900-12996	Fair Employment and Housing Act - https://simbli.eboardsolutions.com/SU/kYDZnuplusf3qJV95L7E0pUzw==
H&S Code 1596.792	California Child Day Care Act; general provisions and definitions - https://simbli.eboardsolutions.com/SU/mQklFgb6c7LDiplusv1Sq4Ugg==
H&S Code 1596.7925	California Child Day Care Act; health and safety regulations - https://simbli.eboardsolutions.com/SU/68I8yplus9z3IVKoLk4dh887g==
Pen. Code 422.55	Definition of hate crime - https://simbli.eboardsolutions.com/SU/EXmP7bT1slshj3qOjaM9qTkHA==
Pen. Code 422.6	Crimes; harassment - https://simbli.eboardsolutions.com/SU/vVSJrxnKuuauWDfn4F58wg==

Federal References	**Description**
20 USC 1221	Application of laws
20 USC 1232g	Family Educational Rights and Privacy Act (FERPA) of 1974
20 USC 1681-1688	Title IX of the Education Amendments of 1972; discrimination based on sex
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	Section 504; Designation of responsible employee and adoption of grievances procedures
34 CFR 106.1-106.82	Nondiscrimination on the basis of sex in education programs
34 CFR 106.30	Discrimination on the basis of sex in education programs and activities; definitions
34 CFR 106.44	Recipient's response to sexual harassment
34 CFR 106.45	Grievance process for formal complaints of sexual harassment

34 CFR 106.8	Designation of coordinator; dissemination of policy, and adoption of grievance procedures
34 CFR 110.25	Notification of nondiscrimination on the basis of age
34 CFR 99.1-99.67	Family Educational Rights and Privacy
42 USC 11431-11435	McKinney-Vento Homeless Assistance Act
42 USC 12101-12213	Americans with Disabilities Act
42 USC 2000d-2000d-7	Title VI, Civil Rights Act of 1964
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	**Description**
California Department of Education Publication	Uniform Complaint Procedure 2021-22 Program Instrument
California Department of Education Publication	Sample UCP Board Policies and Procedures
U.S. DOE, Office for Civil Rights Publication	Part 1: Questions and Answers Regarding the Department's Title IX Regulations, January 2021
U.S. DOE, Office for Civil Rights Publication	Questions and Answers on the Title IX Regulations on Sexual Harassment, July 2021
U.S. DOE, Office for Civil Rights Publication	Dear Colleague Letter: Responding to Bullying of Students with Disabilities, October 2014
U.S. DOJ Publication	Guidance to Federal Financial Assistance Recipients Regarding Title VI Prohibition Against National Origin Discrimination Affecting Limited English Proficient Persons, 2007
Website	CSBA District and County Office of Education Legal Services - https://simbli.eboardsolutions.com/SU/UdykszdmPETuDslshXk6R5akQ==
Website	Student Privacy Policy Office - https://simbli.eboardsolutions.com/SU/vQvG7O4R64DgKeNodKlAAQ==
Website	U.S. Department of Agriculture - https://simbli.eboardsolutions.com/SU/njpdBqDfo1Mslsh1ZLplusszTslshRw==
Website	California Department of Social Services - https://simbli.eboardsolutions.com/SU/TFlWOAAhRHb4PYNSjlzKlQ==
Website	U.S. Department of Justice - https://simbli.eboardsolutions.com/SU/BPwrkTmFhG0SXt3hKCVuBw==
Website	California Department of Education - https://simbli.eboardsolutions.com/SU/os2jq5DcA2RawmY2VZ5FZQ==
Website	CSBA - https://simbli.eboardsolutions.com/SU/W3QxkK2FPsDsQBnMIENxGg==
Website	U.S. Department of Education, Office for Civil Rights - https://simbli.eboardsolutions.com/SU/xmCPrTcoZIe111WmbX10Vg==
Website	California Civil Rights Department - https://simbli.eboardsolutions.com/SU/RlslshmyzTCzMSVplus4uuCqYvZA==

Cross References	**Description**
0410	Nondiscrimination In District Programs And Activities - https://simbli.eboardsolutions.com/SU/UgFujovyjeytxx680splusvxg==
0420	School Plans/Site Councils - https://simbli.eboardsolutions.com/SU/sbIVsLKslsh5w2LSplusZQekYNgQ==
0420	School Plans/Site Councils - https://simbli.eboardsolutions.com/SU/U9OQXvYz5b4Tplusjru34pnqw==

0420.41	Charter School Oversight - https://simbli.eboardsolutions.com/SU/LSXWy8GtIr5zZoAunMOwJg==
0420.41-E(1)	Charter School Oversight - https://simbli.eboardsolutions.com/SU/w1mvEiB5tv4CA8OVmhjDww==
0430	Comprehensive Local Plan For Special Education - https://simbli.eboardsolutions.com/SU/rgKIgacI3XOslshoplusJI3KpLhw==
0430	Comprehensive Local Plan For Special Education - https://simbli.eboardsolutions.com/SU/sjv2t7rloeaRRZopluscw5c4w==
0450	Comprehensive Safety Plan - https://simbli.eboardsolutions.com/SU/Q7giI8GDAxZA23W9BEbNBw==
0450	Comprehensive Safety Plan - https://simbli.eboardsolutions.com/SU/rdlFkXtkL04nPQ7EChV5kQ==
0460	Local Control And Accountability Plan - https://simbli.eboardsolutions.com/SU/veDrWch4MmETypmNplusWpI4A==
0460	Local Control And Accountability Plan - https://simbli.eboardsolutions.com/SU/PbLTuOplus1cucax34urDgEfw==
0470	COVID-19 Mitigation Plan - https://simbli.eboardsolutions.com/SU/xBPc1Aeplus3wePETE5KI2ziA==
1100	Communication With The Public - https://simbli.eboardsolutions.com/SU/m4slshfz41M67B2WioVNfzUDg==
1113	District And School Websites - https://simbli.eboardsolutions.com/SU/fGzTnDYcSd9LBbPBAjyCBA==
1113	District And School Websites - https://simbli.eboardsolutions.com/SU/HUaNnxQUGejeapQgNRdslshow==
1113-E(1)	District And School Websites - https://simbli.eboardsolutions.com/SU/bZCud1cO3YlNckqcTnQMLw==
1114	District-Sponsored Social Media - https://simbli.eboardsolutions.com/SU/GPX87YasvLlgrwrAjTkQSg==
1114	District-Sponsored Social Media - https://simbli.eboardsolutions.com/SU/yjVorBCGm2rPCjkELGVV5A==
1220	Citizen Advisory Committees - https://simbli.eboardsolutions.com/SU/7wRcaQ9gjBXCOuqWB54wfA==
1220	Citizen Advisory Committees - https://simbli.eboardsolutions.com/SU/WXKjOn8KOplusMpLzpTd3ujpQ==
1250	Visitors/Outsiders - https://simbli.eboardsolutions.com/SU/fQeslYtQfPyCw4jPFcug3A==
1250	Visitors/Outsiders - https://simbli.eboardsolutions.com/SU/tWaslsh7PMJ3L8KcyZCNmtCCg==
1312.1	Complaints Concerning District Employees - https://simbli.eboardsolutions.com/SU/dIGslshefvOqyWh8DLTuprGWw==
1312.1	Complaints Concerning District Employees - https://simbli.eboardsolutions.com/SU/ZCplusrqf8OJfVdSVEedfwjAA==
1312.2	Complaints Concerning Instructional Materials - https://simbli.eboardsolutions.com/SU/jnWwqS1U4L2n7m4X6Vslshh2A==
1312.2	Complaints Concerning Instructional Materials - https://simbli.eboardsolutions.com/SU/u4dt8AGRZs5bpniHvZe5Cw==
1312.2-E(1)	Complaints Concerning Instructional Materials - https://simbli.eboardsolutions.com/SU/cc8bqGHyIpAqCjuplusMx4Zzg==
1312.4	Williams Uniform Complaint Procedures - https://simbli.eboardsolutions.com/SU/rBplus3D6WxR0hqbYtlgGcjxQ==

1312.4-E(1)	Williams Uniform Complaint Procedures - https://simbli.eboardsolutions.com/SU/hyX2pWnV101vhi5cEa6vZQ==
1312.4-E(2)	Williams Uniform Complaint Procedures - https://simbli.eboardsolutions.com/SU/mbgpluskCGfXplusOJoAMJRfkWcw==
1313	Civility - https://simbli.eboardsolutions.com/SU/cERNNranyLpslshslshpzrqyRyAw==
1340	Access To District Records - https://simbli.eboardsolutions.com/SU/oaDWMGy525pMUx0slshqqYj8g==
1340	Access To District Records - https://simbli.eboardsolutions.com/SU/3slshDCRNxDsXfzxD7fpIwslshtg==
3260	Fees And Charges - https://simbli.eboardsolutions.com/SU/LQXLl6xDhZNdYY6QxTcLjw==
3260	Fees And Charges - https://simbli.eboardsolutions.com/SU/8Q8jlqxIo00V6T6aNXVplus3A==
3555	Nutrition Program Compliance - https://simbli.eboardsolutions.com/SU/StbkLHZ6bnplusQuoyiUFslshytw==
3555-E(1)	Nutrition Program Compliance - https://simbli.eboardsolutions.com/SU/s90UEaxRibgHslsh6KHoiQwXw==
3580	District Records - https://simbli.eboardsolutions.com/SU/oUKwNocrXXzS22jsg93hnA==
3580	District Records - https://simbli.eboardsolutions.com/SU/WEk7cYywcvcslshPFoIgJHPZg==
4030	Nondiscrimination In Employment - https://simbli.eboardsolutions.com/SU/q5LQp0nvMo21lV4uEGCTeg==
4030	Nondiscrimination In Employment - https://simbli.eboardsolutions.com/SU/zQYslshTD3a6MyslshXofBPTiXlQ==
4112.23	Special Education Staff - https://simbli.eboardsolutions.com/SU/irm0wWLeSkGJ5UwfJqHGEw==
4112.9	Employee Notifications - https://simbli.eboardsolutions.com/SU/lzOl6slshnwrcwplusn8LplusKslshvsfw==
4112.9-E(1)	Employee Notifications - https://simbli.eboardsolutions.com/SU/jPx8jp1DNslshIshBRM8z4vxA==
4118	Dismissal/Suspension/Disciplinary Action - https://simbli.eboardsolutions.com/SU/1feQnJxnTqXT1BhIvWdeWA==
4118	Dismissal/Suspension/Disciplinary Action - https://simbli.eboardsolutions.com/SU/L6i9RwB51LbplusbnI35tH3Bg==
4119.1	Civil And Legal Rights - https://simbli.eboardsolutions.com/SU/BQiemT6yH0cplusdbQ4LuGjZA==
4119.11	Sexual Harassment - https://simbli.eboardsolutions.com/SU/8tRAPBREHq5fJpslshz0HVtfw==
4119.11	Sexual Harassment - https://simbli.eboardsolutions.com/SU/QURcWQUtgJeCDcHbkv2lRQ==
4119.23	Unauthorized Release Of Confidential/Privileged Information - https://simbli.eboardsolutions.com/SU/2wFCPnGtM48l3kplusPslshl0slshSw==
4131	Staff Development - https://simbli.eboardsolutions.com/SU/IYMIfYPYXEiEMhaRz6slshWJQ==
4212.9	Employee Notifications - https://simbli.eboardsolutions.com/SU/mHaW9EbnocL5Pl6rr10dMw==
4212.9-E(1)	Employee Notifications - https://simbli.eboardsolutions.com/SU/K7UxHCgsjslshAnqgVX15hFcA==

4218	Dismissal/Suspension/Disciplinary Action - https://simbli.eboardsolutions.com/SU/k6b9QyZ26FV73p30dAVfMw==
4218	Dismissal/Suspension/Disciplinary Action - https://simbli.eboardsolutions.com/SU/lYBCjMtzL3slshslshICwWRly9jw==
4219.1	Civil And Legal Rights - https://simbli.eboardsolutions.com/SU/qInWNgn2LFslshtDzTCLslsh592A==
4219.11	Sexual Harassment - https://simbli.eboardsolutions.com/SU/ThsBkTwebyi3QrSE9Ipm2w==
4219.11	Sexual Harassment - https://simbli.eboardsolutions.com/SU/f0lz7oK8fOTNnMJg3w7aWA==
4219.23	Unauthorized Release Of Confidential/Privileged Information - https://simbli.eboardsolutions.com/SU/DzT84jcjiN31dA5odXslshEoA==
4231	Staff Development - https://simbli.eboardsolutions.com/SU/FAuFrJnlbcVy3kgsTslshNU6g==
4244	Complaints - https://simbli.eboardsolutions.com/SU/dpWU08slsh6hjddsVYvxoiIag==
4244	Complaints - https://simbli.eboardsolutions.com/SU/T94gjCe5she2lILWxwooVA==
4312.9	Employee Notifications - https://simbli.eboardsolutions.com/SU/CqOQlb4XnDnSONdYu7jm2Q==
4312.9-E(1)	Employee Notifications - https://simbli.eboardsolutions.com/SU/XN6WEjaszaScIkY0jPtQZA==
4319.1	Civil And Legal Rights - https://simbli.eboardsolutions.com/SU/XWa15T9slshJVGmRW95yTHU1Q==
4319.11	Sexual Harassment - https://simbli.eboardsolutions.com/SU/4Vvv7i0i6uHdgslsheZNHpgVg==
4319.11	Sexual Harassment - https://simbli.eboardsolutions.com/SU/GoK7chDslshO0cPN2xYlVjhslshg==
4319.23	Unauthorized Release Of Confidential/Privileged Information - https://simbli.eboardsolutions.com/SU/X3ta8p18spIcxmJVplusXplusnZQ==
4331	Staff Development - https://simbli.eboardsolutions.com/SU/3BIIBFE9slshf2AlnIIsFw7ag==
4344	Complaints - https://simbli.eboardsolutions.com/SU/0m0xiT7oKn9m9TLZpluszeRyA==
4344	Complaints - https://simbli.eboardsolutions.com/SU/35PWIyWDSczCYbz2slshslshaWog==
5116.1	Intradistrict Open Enrollment - https://simbli.eboardsolutions.com/SU/Nztzt5KdpN9ri1QlCvO2AQ==
5116.1	Intradistrict Open Enrollment - https://simbli.eboardsolutions.com/SU/DIP4Tf5IR5LEwxjGM1sHMg==
5117	Interdistrict Attendance - https://simbli.eboardsolutions.com/SU/fvV0QXPcOiX7slshONUTDvfsQ==
5117	Interdistrict Attendance - https://simbli.eboardsolutions.com/SU/ZSxhFm4cNesrhMObpLZKRQ==
5125	Student Records - https://simbli.eboardsolutions.com/SU/Jw4xw3nB7slshn7ptplustrREa5A==
5125	Student Records - https://simbli.eboardsolutions.com/SU/uVgslshw0u1SygQrOqplus8VkHAQ==
5131.62	Tobacco - https://simbli.eboardsolutions.com/SU/aJ5kH2qyEG0vE2G37vU1sw==

5131.62	Tobacco - https://simbli.eboardsolutions.com/SU/19Ip3NAy7KzO11ajp9og0w==
5137	Positive School Climate - https://simbli.eboardsolutions.com/SU/Ufqvo2274QHBLOiceWSBplusA==
5141.22	Infectious Diseases - https://simbli.eboardsolutions.com/SU/slshSHDzymYLN8DwMplItWdsg==
5141.22	Infectious Diseases - https://simbli.eboardsolutions.com/SU/DdkxP6Io0oUT7dmBE1eK0g==
5141.4	Child Abuse Prevention And Reporting - https://simbli.eboardsolutions.com/SU/bJAiplus4YTzTcWu0VMUkkdiQ==
5141.4	Child Abuse Prevention And Reporting - https://simbli.eboardsolutions.com/SU/6hZWZ4xftaRUybMTurJOcA==
5144	Discipline - https://simbli.eboardsolutions.com/SU/raFn00F3HGfVveXZ7SN4sA==
5144	Discipline - https://simbli.eboardsolutions.com/SU/M26rRhwtMFcZ0FEQhR1MBg==
5144.1	Suspension And Expulsion/Due Process - https://simbli.eboardsolutions.com/SU/BPOw0RFdLeDTvfQqVHSzBA==
5144.1	Suspension And Expulsion/Due Process - https://simbli.eboardsolutions.com/SU/S75iQjneD6mjixsnoDBRjQ==
5145.3	Nondiscrimination/Harassment - https://simbli.eboardsolutions.com/SU/BFjYVwdJqmkOY4slshgtvBZGQ==
5145.3	Nondiscrimination/Harassment - https://simbli.eboardsolutions.com/SU/UpaUizGK85fw9ORBYgC0PA==
5145.6	Parent/Guardian Notifications - https://simbli.eboardsolutions.com/SU/OOJDgERnjwx8GUWBtYOKOw==
5145.6-E(1)	Parent/Guardian Notifications - https://simbli.eboardsolutions.com/SU/zFBQ1KXq3m3KK90fokgpLw==
5145.7	Sexual Harassment - https://simbli.eboardsolutions.com/SU/MfAhaHLgZdYUYNaeSYslsh2ow==
5145.7	Sexual Harassment - https://simbli.eboardsolutions.com/SU/F81vgNUe2qhM9N9pNBTQtA==
5145.71	Title IX Sexual Harassment Complaint Procedures - https://simbli.eboardsolutions.com/SU/rZPreTur6slsh2IqWSGKKtgXw==
5145.71-E(1)	Title IX Sexual Harassment Complaint Procedures - https://simbli.eboardsolutions.com/SU/iHslshFFU3cfEouI0o8ULZduA==
5145.9	Hate-Motivated Behavior - https://simbli.eboardsolutions.com/SU/zXaTq9y3Bf8f0rt8zzpcyw==
5146	Married/Pregnant/Parenting Students - https://simbli.eboardsolutions.com/SU/qwa5QZPWvxO1IfGa91eXwQ==
5148	Child Care And Development - https://simbli.eboardsolutions.com/SU/6TzInJWyUNhxpc9er0OvSw==
5148	Child Care And Development - https://simbli.eboardsolutions.com/SU/bVySg0grlwmslshAxbVduBflg==
5148.2	Before/After School Programs - https://simbli.eboardsolutions.com/SU/b5QjnmUpQBtgBNxpBLZKJw==
5148.2	Before/After School Programs - https://simbli.eboardsolutions.com/SU/SRCRvplus9wpuzSot3FQ8a2gw==
5148.3	Preschool/Early Childhood Education - https://simbli.eboardsolutions.com/SU/RoY7foslshVVCuCn7ASBE4vKg==

5148.3	Preschool/Early Childhood Education - https://simbli.eboardsolutions.com/SU/riiMgqWrRNGEclUEGl02Rg==
6142.1	Sexual Health And HIV/AIDS Prevention Instruction - https://simbli.eboardsolutions.com/SU/i3XomFLE8x7UPBmv115kHA==
6142.1	Sexual Health And HIV/AIDS Prevention Instruction - https://simbli.eboardsolutions.com/SU/FfslshxXARVXlf43WIWI13HCQ==
6142.7	Physical Education And Activity - https://simbli.eboardsolutions.com/SU/ZmslshJWRRGlhooOnK0kYcI2w==
6142.7	Physical Education And Activity - https://simbli.eboardsolutions.com/SU/7Tuzch26C948slshkHXr3eriw==
6145	Extracurricular And Cocurricular Activities - https://simbli.eboardsolutions.com/SU/TkiGKzMnAo9vQwZU56wqVw==
6145	Extracurricular And Cocurricular Activities - https://simbli.eboardsolutions.com/SU/Fr5qETtTn48ak1ITDSX9jg==
6145.2	Athletic Competition - https://simbli.eboardsolutions.com/SU/WjFHslshd0qO8WHJq9f7Kfh5Q==
6145.2	Athletic Competition - https://simbli.eboardsolutions.com/SU/3b046reWKA4At9vT9uKSHg==
6146.1	High School Graduation Requirements - https://simbli.eboardsolutions.com/SU/YsBxplusxf217GaPv8zxP4O1Q==
6152	Class Assignment - https://simbli.eboardsolutions.com/SU/hATymLA9CJuKTcyX9SvmOg==
6159	Individualized Education Program - https://simbli.eboardsolutions.com/SU/nRtcKBP3haQcPUiLWOYqgA==
6159	Individualized Education Program - https://simbli.eboardsolutions.com/SU/IBlWJmfAP00e3xnVhUQNYg==
6159.1	Procedural Safeguards And Complaints For Special Education - https://simbli.eboardsolutions.com/SU/S0PIFWQ0dcwNeAZdN9bmYQ==
6159.1	Procedural Safeguards And Complaints For Special Education - https://simbli.eboardsolutions.com/SU/3gc3YUKeG1b3e7zDpoTL3Q==
6159.2	Nonpublic, Nonsectarian School And Agency Services For Special Education - https://simbli.eboardsolutions.com/SU/nIToLBzwRjALYplusZdfOldrA==
6159.2	Nonpublic, Nonsectarian School And Agency Services For Special Education - https://simbli.eboardsolutions.com/SU/7Jed1AlxGJQdUGHslshJ7LplusoA==
6159.3	Appointment Of Surrogate Parent For Special Education Students - https://simbli.eboardsolutions.com/SU/kwKWaBk8WZGBdRWcmfUQoA==
6159.3	Appointment Of Surrogate Parent For Special Education Students - https://simbli.eboardsolutions.com/SU/WsbHcd1QtVwHGqMal6QN9g==
6161.1	Selection And Evaluation Of Instructional Materials - https://simbli.eboardsolutions.com/SU/JHqPQilZ5q5cUDGR0jx9slshA==
6161.1	Selection And Evaluation Of Instructional Materials - https://simbli.eboardsolutions.com/SU/RLXU3fzRV2Ht3T6GH7BQsw==
6161.1-E(1)	Selection And Evaluation Of Instructional Materials - https://simbli.eboardsolutions.com/SU/IplusFG9UqhKo1uIzhX3FE9LA==
6161.11	Supplementary Instructional Materials - https://simbli.eboardsolutions.com/SU/N99iCxBzV4YTplusQTplussaII1Q==
6163.1	Library Media Centers - https://simbli.eboardsolutions.com/SU/qDNmGxisnJAkjiI18JIVSw==
6164.2	Guidance/Counseling Services - https://simbli.eboardsolutions.com/SU/QEsZgzQo3AFYxslshFZf9HBrg==

6164.4	Identification And Evaluation Of Individuals For Special Education - https://simbli.eboardsolutions.com/SU/ffCNsslsh0JPpJGdyftyF23Dg==
6164.4	Identification And Evaluation Of Individuals For Special Education - https://simbli.eboardsolutions.com/SU/rsstgVL8YWDzm2Ni7PU9jg==
6164.5	Student Success Teams - https://simbli.eboardsolutions.com/SU/XrnslshQlPaFW9wMoMV2IEKpg==
6164.5	Student Success Teams - https://simbli.eboardsolutions.com/SU/UkLsYeA03YN6xcWenpZIVQ==
6171	Title I Programs - https://simbli.eboardsolutions.com/SU/p4BMACj6yFUh6jSJgfA2gA==
6171	Title I Programs - https://simbli.eboardsolutions.com/SU/Dbh9ejHszdfmzm1699QEQQ==
6173	Education For Homeless Children - https://simbli.eboardsolutions.com/SU/SBoNplusBJj6lORBiim4CgVaw==
6173	Education For Homeless Children - https://simbli.eboardsolutions.com/SU/22plusZOHjy6HWBgK8mxgQgvw==
6173-E(1)	Education For Homeless Children - https://simbli.eboardsolutions.com/SU/VL0yRplusvu4ZCLHIlycdkxJw==
6173-E(2)	Education For Homeless Children - https://simbli.eboardsolutions.com/SU/Oziu5plusO24Cwf3qrg2IwW1A==
6173.1	Education For Foster Youth - https://simbli.eboardsolutions.com/SU/FhWqtvgluEC44NZ6fElLQA==
6173.1	Education For Foster Youth - https://simbli.eboardsolutions.com/SU/plus02X7aplusL6BbQWZJpZVboVQ==
6173.2	Education Of Children Of Military Families - https://simbli.eboardsolutions.com/SU/tHYVlliplusEhWEo0ll2RHBMg==
6173.2	Education Of Children Of Military Families - https://simbli.eboardsolutions.com/SU/p9islshfftfiWNXpwsKgKC41A==
6173.3	Education For Juvenile Court School Students - https://simbli.eboardsolutions.com/SU/EKUslsh7IXVvCb4Sf5TG3Y9mQ==
6175	Migrant Education Program - https://simbli.eboardsolutions.com/SU/roLeyXGgp5l03jclK5slshG1A==
6175	Migrant Education Program - https://simbli.eboardsolutions.com/SU/KztAlGnaxUQBJN76aWKRlg==
6178	Career Technical Education - https://simbli.eboardsolutions.com/SU/2rbbha1T98IHWiOTkslshUErg==
6178	Career Technical Education - https://simbli.eboardsolutions.com/SU/S4qxTuQvqZWs07diDIxw9g==
6178.1	Work-Based Learning - https://simbli.eboardsolutions.com/SU/avQYbt3iAAr7wkf1xeEMuA==
6178.1	Work-Based Learning - https://simbli.eboardsolutions.com/SU/wLcNslshgmplusmQlg9zvVgyCIMQ==
6178.2	Regional Occupational Center/Program - https://simbli.eboardsolutions.com/SU/zpluswb3uMkLaEnDGYEUtDXjQ==
6200	Adult Education - https://simbli.eboardsolutions.com/SU/GBFIqzmwZQwt8slshR7plusdHYQQ==
6200	Adult Education - https://simbli.eboardsolutions.com/SU/plus0bvJoejC0EIMYEaP8Bpgg==
9000	Role Of The Board - https://simbli.eboardsolutions.com/SU/8aBslshkYpCeLkOFfduR9FE4g==

9011	Disclosure Of Confidential/Privileged Information - https://simbli.eboardsolutions.com/SU/I0ZWqs7YoJPQMBiPLtes9g==
9012	Board Member Electronic Communications - https://simbli.eboardsolutions.com/SU/sRwl2X1H21bkqwxO36znAw==
9124	Attorney - https://simbli.eboardsolutions.com/SU/cyJJplusrCCCh2AEypzeA9Q2Q==
9200	Limits Of Board Member Authority - https://simbli.eboardsolutions.com/SU/9D6eWnslshmjc4aK9zGITm6Ow==
9321	Closed Session - https://simbli.eboardsolutions.com/SU/6Okac2n002IH7QiOyqvirA==
9321-E(1)	Closed Session - https://simbli.eboardsolutions.com/SU/HugJnLcusrzLSVT90UPEcA==
9321-E(2)	Closed Session - https://simbli.eboardsolutions.com/SU/wSrEqCMiEHslshYFCIuMQnxBg==
9322	Agenda/Meeting Materials - https://simbli.eboardsolutions.com/SU/UZNZ1VccJifG2tzL24yslshFw==

Regulation 1312.3: Uniform Complaint Procedures **Status:** ADOPTED

Original Adopted Date: 05/01/2017 | **Last Revised Date:** 10/01/2023 | **Last Reviewed Date:** 10/01/2023

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

Compliance Officers

The district designates the individual(s), position(s), or unit(s) identified below as responsible for receiving, coordinating, and investigating complaints and for complying with state and federal civil rights laws. The individual(s), position(s), or unit(s) also serve as the compliance officer(s) specified in Administrative Regulation 5145.3 - Nondiscrimination/Harassment responsible for handling complaints regarding unlawful discrimination, harassment, intimidation, or bullying and in Administrative Regulation 5145.7 - Sexual Harassment for handling complaints regarding sexual harassment.

Superintendent
(title or position)
District Office
(unit or office)
1219 Whispering Wind Dr.
(address)
209-836-3388
(telephone number)
superintendent@jsdtracy.com
(email)

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 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, 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.

The compliance officer or, if necessary, an appropriate administrator shall determine whether interim measures are necessary during an investigation and while the result is pending. 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)

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 a list of all programs and activities that are subject to UCP as identified in the section "Complaints Subject to UCP" in the accompanying Board policy

2. The title of the position responsible for processing complaints, the identity of the person(s) currently occupying that position if known, and a statement that such persons will be knowledgeable about the laws and programs that they are assigned to investigate

3. A statement that a UCP complaint, except a complaint alleging unlawful discrimination, harassment, intimidation, or bullying, must be filed no later than one year from the date the alleged violation occurred

4. A statement that a UCP complaint alleging unlawful discrimination, harassment, intimidation, or bullying must be filed no later than six months from the date of the alleged conduct or the date the complainant first obtained knowledge of the facts of the alleged conduct

5. 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

6. 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

7. A statement that the district will post a standardized notice of the educational and graduation requirements of foster youth, students experiencing homelessness, children of military families, former juvenile court school students now enrolled in the district, students who are migratory, and students participating in a newcomer program as specified in Education Code 48645.7, 48853, 48853.5, 49069.5, 51225.1, and 51225.2, and the complaint process

8. 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

9. A statement that, for programs within the scope of the UCP as specified in the accompanying Board policy, the complainant has a right to appeal the district's investigation report to the California Department of Education (CDE) by filing a written appeal, including a copy of the original complaint and the district's decision, within 30 calendar days of receiving the district's decision

10. 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 laws prohibiting discrimination, harassment, intimidation, or bullying, if applicable

11. A statement that copies 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 221.6 shall be posted on the district and district school websites and may be provided through district-supported social media, if available.

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 UCP policy, regulation, forms, and notices 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. If a site administrator not designated as a compliance officer receives a complaint, the site administrator shall notify the compliance officer.

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 governing the programs specified in the accompanying Board policy may be filed by any individual, public agency, or organization. (5 CCR 4600)

2. Any complaint alleging noncompliance with law regarding the prohibition against student 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.

3. A UCP complaint, except for a UCP complaint alleging unlawful discrimination, harassment, intimidation, or bullying, shall be filed no later than one year from the date the alleged violation occurred. For complaints related to the LCAP, the date of the alleged violation is the date when the County Superintendent of Schools approves the LCAP that was adopted by the Governing Board. (5 CCR 4630)

4. A complaint alleging unlawful discrimination, harassment, intimidation, or bullying may be filed only by a person who alleges having personally suffered unlawful discrimination, a person who believes that any specific class of individuals has been subjected to unlawful discrimination, or a duly authorized representative who alleges that an individual student has been subjected to discrimination, harassment, intimidation, or bullying. (5 CCR 4630)

5. A complaint alleging unlawful discrimination, harassment, intimidation, or bullying 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)

6. When a complaint alleging unlawful discrimination, 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.

7. When a complainant of unlawful discrimination, 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 to resolve the complaint. 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, harassment, intimidation, or bullying, the compliance officer shall ensure that all parties agree to permit the mediator access to all 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 upon through the mediation. If mediation is unsuccessful, the district shall then continue with subsequent steps specified in this administrative regulation.

Investigation of Complaint

The compliance officer shall begin an investigation into the complaint within 10 business days of receiving the complaint.

Within one business day 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 the parties of the status of the investigation.

To investigate a complaint alleging retaliation or unlawful discrimination, harassment, intimidation, or bullying, the compliance officer shall interview the alleged victim(s), any alleged offender(s), 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 any other obstruction of the investigation may result in the dismissal of the complaint because of a lack of evidence to support the allegation. Refusal by the district to provide the investigator with access to records and/or information related to the allegations in the complaint, failure or refusal to cooperate in the investigation, or 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)

Timeline for Investigation Report

Unless extended by written agreement with the complainant, the investigation report shall be sent to the complainant within 60 calendar days of the district's receipt of the complaint.

Within 30 calendar days of receiving the complaint, the compliance officer shall prepare and send to the complainant a written report, as described in the section "Investigation Report" below. If the complainant is dissatisfied with the compliance officer's decision, the complainant may, within five business days, file the complaint in writing with the Board.

The Board may consider the matter at its next regular Board meeting or at a special Board meeting convened in order to meet the 60-day time limit within which the complaint must be answered. When required by law, the matter shall be considered in closed session. The Board may decide not to hear the complaint, in which case the compliance officer's decision shall be final.

If the Board hears the complaint, the compliance officer shall send the Board's decision to the complainant within 60 calendar days of the district's initial receipt of the complaint or within the time period that has been specified in a written agreement with the complainant. (5 CCR 4631)

For any complaint alleging unlawful discrimination, harassment, intimidation, or bullying, the respondent shall be informed of any extension of the timeline agreed to by the complainant, and, in the same manner as the complainant, may file a complaint with the Board if dissatisfied with the decision.

Investigation Report

For all complaints, the district's investigation report shall include: (5 CCR 4631)

1. The findings of fact based on the evidence gathered
2. A conclusion providing a clear determination for each allegation as to whether the district is in compliance with the relevant law
3. Corrective action(s) whenever the district finds merit in the complaint, including, when required by law, a remedy to all affected students and parents/guardians and, for a student fees complaint, a remedy that complies with Education Code 49013 and 5 CCR 4600
4. Notice of the complainant's right to appeal the district's investigation report to CDE, except when the district has used the UCP to address a complaint not specified in 5 CCR 4610
5. Procedures to be followed for initiating an appeal to CDE

The investigation report 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 an investigation report may be communicated to a victim who is not the complainant and to other parties who may be involved in implementing the investigation report or are affected by the complaint, as long as the privacy of the parties is protected. In a complaint alleging unlawful discrimination, harassment, intimidation, or bullying, notice of the investigation report 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 (LEP) student or parent/guardian, then the district's response, if requested by the complainant, and the investigation report shall be written in English and the primary language in

which the complaint was filed.

For complaints alleging unlawful discrimination, harassment, intimidation, or bullying based on state law, the investigation report 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, but not limited to, injunctions, restraining orders or other remedies or orders, 60 calendar days after the filing of an appeal with 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.

For complaints involving retaliation or unlawful discrimination, 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

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 of retaliation or unlawful discrimination, harassment, intimidation, or bullying involving a student as the respondent, appropriate corrective actions that may be provided to the student 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

6. Denial of participation in extracurricular or cocurricular activities or other privileges as permitted by law

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

When an employee is found to have committed retaliation or unlawful discrimination, 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.

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, 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 law regarding student fees, deposits, and other charges, physical education instructional minutes, courses without educational content, 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, 51228.3, 52075)

For complaints alleging noncompliance with the law regarding student fees, the district, by engaging in reasonable efforts, shall attempt in good faith 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 investigation report on a complaint regarding any specified federal or state educational program subject to UCP may file an appeal in writing with CDE within 30 calendar days of receiving the district's investigation report. (5 CCR 4632)

The appeal shall be sent to CDE with a copy of the original locally filed complaint and a copy of the district's investigation report for that complaint. The complainant shall specify and explain the basis for the appeal, including at least one of the following: (5 CCR 4632)

1. The district failed to follow its complaint procedures

2. Relative to the allegations of the complaint, the district's investigation report lacks material findings of fact necessary to reach a conclusion of law

3. The material findings of fact in the district's investigation report are not supported by substantial evidence

4. The legal conclusion in the district's investigation report is inconsistent with the law

5. In a case in which the district found noncompliance, the corrective actions fail to provide a proper remedy

Upon notification by CDE that the district's investigation report has been appealed, the Superintendent or designee shall forward the following documents to CDE within 10 days of the date of notification: (5 CCR 4633)

1. A copy of the original complaint

2. A copy of the district's investigation report

3. 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

4. A report of any action taken to resolve the complaint

5. A copy of the district's UCP

6. Other relevant information requested by CDE

If notified by CDE that the district's investigation report failed to address allegation(s) raised by the complaint, the district shall, within 20 days of the notification, provide CDE and the appellant with an amended investigation report that addresses the allegation(s) that were not addressed in the original investigation report. The amended report shall also inform the appellant of the right to separately appeal the amended report with respect to the allegation(s) that were not addressed in the original report. (5 CCR 4632)

Health and Safety Complaints in License-Exempt Preschool Programs

Any complaint regarding health or safety issues in a license-exempt California State Preschool Program (CSPP) shall be addressed through the procedures described in 5 CCR 4690-4694.

In order to identify appropriate subjects of CSPP health and safety issues pursuant to Health and Safety Code 1596.7925, a notice shall be posted in each license-exempt CSPP classroom in the district notifying parents/guardians, students, and teachers of the health and safety requirements of Title 5 regulations that apply to CSPP programs pursuant to Health and Safety Code 1596.7925 and the location at which to obtain a form to file any complaint alleging noncompliance with those requirements. For this purpose, the Superintendent or designee may download and post a notice available from the CDE website. (Education Code 8212; 5 CCR 4691)

The district's annual UCP notification distributed pursuant to 5 CCR 4622 shall clearly indicate which of its CSPP programs are operating as exempt from licensing and which CSPP programs are operating pursuant to requirements under Title 22 of the Code of Regulations. (5 CCR 4691)

Any complaint regarding specified health or safety issues in a license-exempt CSPP program shall be filed with the preschool program administrator or designee, and may be filed anonymously. The complaint form shall specify the location for filing the complaint, contain a space to indicate whether the complainant desires a response to the complaint, and allow a complainant to add as much text as desired to explain the complaint. (Education Code 8212; 5 CCR 4690)

If it is determined that the complaint is beyond the authority of the preschool program administrator, the matter shall be forwarded to the Superintendent or designee in a timely manner, not to exceed 10 working days, for resolution. The preschool administrator or the Superintendent or designee shall make all reasonable efforts to investigate any complaint within their authority. (Education Code 8212; 5 CCR 4692)

Investigation of a complaint regarding health or safety issues in a license-exempt CSPP program shall begin within 10 days of receipt of the complaint. (Education Code 8212; 5 CCR 4692)

The preschool administrator or designee shall remedy a valid complaint within a reasonable time period not to exceed 30 working days from the date the complaint was received. If the complainant has indicated on the complaint form a desire to receive a response to the complaint, the preschool administrator or Superintendent's designee shall, within 45 working days of the initial filing of the complaint, report the resolution of the complaint to the complainant and CDE's assigned field consultant. If the preschool administrator makes this report, the information shall be reported at the same time to the Superintendent or designee. (Education Code 8212; 5 CCR 4692)

If a complaint regarding health or safety issues in a license-exempt CSPP program involves an LEP student or parent/guardian, then the district's response, if requested by the complainant, and the investigation report shall be written in English and the primary language in which the complaint was filed.

If a complainant is not satisfied with the resolution of a complaint, the complainant has the right to describe the complaint to the Board at a regularly scheduled hearing and, within 30 days of the date of the written report, may file a written appeal of the district's decision to the Superintendent of Public Instruction in accordance with 5 CCR 4632. (Education Code 8212; 5 CCR 4693, 4694)

All complaints and responses are public records. (5 CCR 4690)

On a quarterly basis, the Superintendent or designee shall report summarized data on the nature and resolution of all CSPP health and safety complaints, including the number of complaints by general subject area with the number of resolved and unresolved complaints, to the Board at a regularly scheduled Board meeting and to the County Superintendent. (5 CCR 4693)

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 4600-4687	Uniform complaint procedures and Williams complaints
5 CCR 4690-4694	Complaints regarding health and safety issues in license-exempt preschool programs
5 CCR 4900-4965	Nondiscrimination in elementary and secondary educational programs receiving state or federal financial assistance
Ed. Code 18100-18203	School libraries - https://simbli.eboardsolutions.com/SU/gEKFVCshY2uysLTMWE06ug==
Ed. Code 200-262.4	Prohibition of discrimination - https://simbli.eboardsolutions.com/SU/ytTLslshoozWGUAbNL6kKkgxQ==
Ed. Code 32280-32289.5	School safety plans - https://simbli.eboardsolutions.com/SU/gz33QjVcfk6ufvjfPS84Kw==
Ed. Code 35186	Williams uniform complaint procedures - https://simbli.eboardsolutions.com/SU/MDiv2vFqYgd1u6vWMYFnhA==
Ed. Code 46015	Parental leave for students - https://simbli.eboardsolutions.com/SU/A5q1Ee4yrt4KmDTVXBHEkg==
Ed. Code 48645.7	Juvenile court schools - https://simbli.eboardsolutions.com/SU/AcRvAUFJ7EplusoGIrm4VsbZw==
Ed. Code 48853-48853.5	Foster youth - https://simbli.eboardsolutions.com/SU/QU2SE6Iz7doZOGCpluslbtaEg==
Ed. Code 48985	Notices to parents in language other than English - https://simbli.eboardsolutions.com/SU/LHS9yg0UBYa76W1AygydnA==
Ed. Code 49010-49013	Student fees - https://simbli.eboardsolutions.com/SU/daJBvwak5yr7i9e1yKfzsA==
Ed. Code 49060-49079	Student records - https://simbli.eboardsolutions.com/SU/48PbpM8vuGIggyF7weQSbw==
Ed. Code 49069.5	Records of foster youth - https://simbli.eboardsolutions.com/SU/7EZSzhTOVeZ1vxC4vqntnA==
Ed. Code 49490-49590	Child nutrition programs - https://simbli.eboardsolutions.com/SU/HpsplusCiBj7dmHtQtmlGieZQ==
Ed. Code 49701	Provisions of the Interstate Compact on Educational Opportunities for Military Children - https://simbli.eboardsolutions.com/SU/EHaMyWplus22XiIM2rKzLDgQA==
Ed. Code 51204.5	Social sciences instruction; contributions of specified groups - https://simbli.eboardsolutions.com/SU/oZPEg6h3Qnnndu4eQsmHFg==
Ed. Code 51210	Course of study for grades 1-6 - https://simbli.eboardsolutions.com/SU/JykgKwplusslshvJND2xzQcl3slshslshw==
Ed. Code 51222	Physical education - https://simbli.eboardsolutions.com/SU/g20nvEDdHGPfUCs0pymqlA==
Ed. Code 51223	Physical education; elementary schools - https://simbli.eboardsolutions.com/SU/kjyahxIV5sXVmf5NRnPFgQ==

Ed. Code 51225.1-51225.2	Foster youth, homeless children, former juvenile court school students; course credits; graduation requirements - https://simbli.eboardsolutions.com/SU/ESJhsNSpOyN75E8CplusIXPNg==
Ed. Code 51226-51226.1	Career technical education - https://simbli.eboardsolutions.com/SU/ESJhsNSpOyN75E8CplusIXPNg==
Ed. Code 51228.1-51228.3	Course periods without educational content - https://simbli.eboardsolutions.com/SU/ESJhsNSpOyN75E8CplusIXPNg==
Ed. Code 51501	Nondiscriminatory subject matter - https://simbli.eboardsolutions.com/SU/txGfKL89VkvcW7IFg8Emtw==
Ed. Code 52059.5	Statewide system of support - https://simbli.eboardsolutions.com/SU/FeOETX8ebgjS8BNeW4qTGA==
Ed. Code 52060-52077	Local control and accountability plan - https://simbli.eboardsolutions.com/SU/kjIplusPzLslshlt7rP0BfXZYJuQ==
Ed. Code 52075	Complaint for lack of compliance with local control and accountability plan requirements - https://simbli.eboardsolutions.com/SU/8lFk3KsEOM9tKoqIuFWBwQ==
Ed. Code 52300-52462	Career technical education - https://simbli.eboardsolutions.com/SU/W5QWdzplusIzuXHkwAarOug5w==
Ed. Code 52500-52617	Adult schools - https://simbli.eboardsolutions.com/SU/lrB2FlLBOprTRYP9uEplusSslshA==
Ed. Code 54400-54425	Compensatory education programs - https://simbli.eboardsolutions.com/SU/FuvMslshOo2WtsLQ8AKjJIYOw==
Ed. Code 54440-54445	Migrant education - https://simbli.eboardsolutions.com/SU/56YV98b2cqpluspQnIpp2KrGg==
Ed. Code 54460-54529	Compensatory education programs - https://simbli.eboardsolutions.com/SU/FeT7h5o0rDzlCJFvpJcSuQ==
Ed. Code 59000-59300	Special schools and centers - https://simbli.eboardsolutions.com/SU/KxWrplus7BfgFSwbHt62ZoaCw==
Ed. Code 60010	Instructional materials; definition - https://simbli.eboardsolutions.com/SU/GjXRejOBcJgfje5LOpBxYg==
Ed. Code 60040-60052	Requirements for instructional materials - https://simbli.eboardsolutions.com/SU/vqD4yC2hSBZ9a219bpluseiDA==
Ed. Code 64000-64001	Consolidated application process; school plan for student achievement - https://simbli.eboardsolutions.com/SU/HpsplusCiBj7dmHtQtmlGieZQ==
Ed. Code 65000-65001	School site councils - https://simbli.eboardsolutions.com/SU/0EApLzMGH2XevzVUbza2cw==
Ed. Code 8200-8488	Child care and development programs - https://simbli.eboardsolutions.com/SU/WaiIxWdWXPyHcdWpmOa61w==
Ed. Code 8500-8538	Adult basic education - https://simbli.eboardsolutions.com/SU/zBCOmaotzOIz4nDHL0slsh82Q==
Gov. Code 11135	Prohibition of discrimination - https://simbli.eboardsolutions.com/SU/PcUFWeMcCJnzBrKAL0EtfQ==
Gov. Code 12900-12996	Fair Employment and Housing Act - https://simbli.eboardsolutions.com/SU/kYDZnuplusf3qJV95L7E0pUzw==
H&S Code 1596.792	California Child Day Care Act; general provisions and definitions - https://simbli.eboardsolutions.com/SU/mQklFgb6c7LDiplusv1Sq4Ugg==
H&S Code 1596.7925	California Child Day Care Act; health and safety regulations - https://simbli.eboardsolutions.com/SU/68I8yplus9z3IVKoLk4dh887g==
Pen. Code 422.55	Definition of hate crime - https://simbli.eboardsolutions.com/SU/EXmP7bT1slshj3qOjaM9qTkHA==

Pen. Code 422.6	Crimes; harassment - https://simbli.eboardsolutions.com/SU/vVSJrxnKuuauWDfn4F58wg==

Federal References	Description
20 USC 1221	Application of laws
20 USC 1232g	Family Educational Rights and Privacy Act (FERPA) of 1974
20 USC 1681-1688	Title IX of the Education Amendments of 1972; discrimination based on sex
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	Section 504; Designation of responsible employee and adoption of grievances procedures
34 CFR 106.1-106.82	Nondiscrimination on the basis of sex in education programs
34 CFR 106.30	Discrimination on the basis of sex in education programs and activities; definitions
34 CFR 106.44	Recipient's response to sexual harassment
34 CFR 106.45	Grievance process for formal complaints of sexual harassment
34 CFR 106.8	Designation of coordinator; dissemination of policy, and adoption of grievance procedures
34 CFR 110.25	Notification of nondiscrimination on the basis of age
34 CFR 99.1-99.67	Family Educational Rights and Privacy
42 USC 11431-11435	McKinney-Vento Homeless Assistance Act
42 USC 12101-12213	Americans with Disabilities Act
42 USC 2000d-2000d-7	Title VI, Civil Rights Act of 1964
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	Description
California Department of Education Publication	Uniform Complaint Procedure 2021-22 Program Instrument
California Department of Education Publication	Sample UCP Board Policies and Procedures
U.S. DOE, Office for Civil Rights Publication	Part 1: Questions and Answers Regarding the Department's Title IX Regulations, January 2021
U.S. DOE, Office for Civil Rights Publication	Questions and Answers on the Title IX Regulations on Sexual Harassment, July 2021
U.S. DOE, Office for Civil Rights Publication	Dear Colleague Letter: Responding to Bullying of Students with Disabilities, October 2014
U.S. DOJ Publication	Guidance to Federal Financial Assistance Recipients Regarding Title VI Prohibition Against National Origin Discrimination Affecting Limited English Proficient Persons, 2007
Website	CSBA District and County Office of Education Legal Services - https://simbli.eboardsolutions.com/SU/UdykszdmPETuDslshXk6R5akQ==
Website	Student Privacy Policy Office - https://simbli.eboardsolutions.com/SU/vQvG7O4R64DgKeNodKlAAQ==

Website	U.S. Department of Agriculture - https://simbli.eboardsolutions.com/SU/njpdBqDfo1Mslsh1ZLplusszTslshRw==
Website	California Department of Social Services - https://simbli.eboardsolutions.com/SU/TFlWOAAhRHb4PYNSjlzKlQ==
Website	U.S. Department of Justice - https://simbli.eboardsolutions.com/SU/BPwrkTmFhG0SXt3hKCVuBw==
Website	California Department of Education - https://simbli.eboardsolutions.com/SU/os2jq5DcA2RawmY2VZ5FZQ==
Website	CSBA - https://simbli.eboardsolutions.com/SU/W3QxkK2FPsDsQBnMIENxGg==
Website	U.S. Department of Education, Office for Civil Rights - https://simbli.eboardsolutions.com/SU/xmCPrTcoZle111WmbX10Vg==
Website	California Civil Rights Department - https://simbli.eboardsolutions.com/SU/RlslshmyzTCzMSVplus4uuCqYvZA==

Cross References	**Description**
0410	Nondiscrimination In District Programs And Activities - https://simbli.eboardsolutions.com/SU/UgFujovyjeytxx680splusvxg==
0420	School Plans/Site Councils - https://simbli.eboardsolutions.com/SU/sblVsLKslsh5w2LSplusZQekYNgQ==
0420	School Plans/Site Councils - https://simbli.eboardsolutions.com/SU/U9OQXvYz5b4Tplusjru34pnqw==
0420.41	Charter School Oversight - https://simbli.eboardsolutions.com/SU/LSXWy8GtIr5zZoAunMOwJg==
0420.41-E(1)	Charter School Oversight - https://simbli.eboardsolutions.com/SU/w1mvEiB5tv4CA8OVmhjDww==
0430	Comprehensive Local Plan For Special Education - https://simbli.eboardsolutions.com/SU/rgKIgacI3XOslshoplusJI3KpLhw==
0430	Comprehensive Local Plan For Special Education - https://simbli.eboardsolutions.com/SU/sjv2t7rloeaRRZopluscw5c4w==
0450	Comprehensive Safety Plan - https://simbli.eboardsolutions.com/SU/Q7giI8GDAxZA23W9BEbNBw==
0450	Comprehensive Safety Plan - https://simbli.eboardsolutions.com/SU/rdlFkXtkL04nPQ7EChV5kQ==
0460	Local Control And Accountability Plan - https://simbli.eboardsolutions.com/SU/veDrWch4MmETypmNplusWpI4A==
0460	Local Control And Accountability Plan - https://simbli.eboardsolutions.com/SU/PbLTuOplus1cucax34urDgEfw==
0470	COVID-19 Mitigation Plan - https://simbli.eboardsolutions.com/SU/xBPc1Aeplus3wePETE5KI2ziA==
1100	Communication With The Public - https://simbli.eboardsolutions.com/SU/m4slshfz41M67B2WioVNfzUDg==
1113	District And School Websites - https://simbli.eboardsolutions.com/SU/fGzTnDYcSd9LBbPBAjyCBA==
1113	District And School Websites - https://simbli.eboardsolutions.com/SU/HUaNnxQUGejeapQgNRdslshow==
1113-E(1)	District And School Websites - https://simbli.eboardsolutions.com/SU/bZCud1cO3YlNckqcTnQMLw==
1114	District-Sponsored Social Media - https://simbli.eboardsolutions.com/SU/GPX87YasvLlgrwrAjTkQSg==

1114	District-Sponsored Social Media - https://simbli.eboardsolutions.com/SU/yjVorBCGm2rPCjkELGVV5A==
1220	Citizen Advisory Committees - https://simbli.eboardsolutions.com/SU/7wRcaQ9gjBXCOuqWB54wfA==
1220	Citizen Advisory Committees - https://simbli.eboardsolutions.com/SU/WXKjOn8KOplusMpLzpTd3ujpQ==
1250	Visitors/Outsiders - https://simbli.eboardsolutions.com/SU/fQeslYtQfPyCw4jPFcug3A==
1250	Visitors/Outsiders - https://simbli.eboardsolutions.com/SU/tWaslsh7PMJ3L8KcyZCNmtCCg==
1312.1	Complaints Concerning District Employees - https://simbli.eboardsolutions.com/SU/dlGslshefvOqyWh8DLTuprGWw==
1312.1	Complaints Concerning District Employees - https://simbli.eboardsolutions.com/SU/ZCplusrqf8OJfVdSVEedfwjAA==
1312.2	Complaints Concerning Instructional Materials - https://simbli.eboardsolutions.com/SU/jnWwqS1U4L2n7m4X6Vslshh2A==
1312.2	Complaints Concerning Instructional Materials - https://simbli.eboardsolutions.com/SU/u4dt8AGRZs5bpniHvZe5Cw==
1312.2-E(1)	Complaints Concerning Instructional Materials - https://simbli.eboardsolutions.com/SU/cc8bqGHyIpAqCjuplusMx4Zzg==
1312.4	Williams Uniform Complaint Procedures - https://simbli.eboardsolutions.com/SU/rBplus3D6WxR0hqbYtlgGcjxQ==
1312.4-E(1)	Williams Uniform Complaint Procedures - https://simbli.eboardsolutions.com/SU/hyX2pWnV101vhi5cEa6vZQ==
1312.4-E(2)	Williams Uniform Complaint Procedures - https://simbli.eboardsolutions.com/SU/mbgpluskCGfXplusOJoAMJRfkWcw==
1313	Civility - https://simbli.eboardsolutions.com/SU/cERNNranyLpslshslshpzrqyRyAw==
1340	Access To District Records - https://simbli.eboardsolutions.com/SU/oaDWMGy525pMUx0slshqqYj8g==
1340	Access To District Records - https://simbli.eboardsolutions.com/SU/3slshDCRNxDsXfzxD7fpIwslshtg==
3260	Fees And Charges - https://simbli.eboardsolutions.com/SU/LQXLl6xDhZNdYY6QxTcLjw==
3260	Fees And Charges - https://simbli.eboardsolutions.com/SU/8Q8jlqxIo00V6T6aNXVplus3A==
3555	Nutrition Program Compliance - https://simbli.eboardsolutions.com/SU/StbkLHZ6bnplusQuoyiUFslshytw==
3555-E(1)	Nutrition Program Compliance - https://simbli.eboardsolutions.com/SU/s90UEaxRibgHslsh6KHoiQwXw==
3580	District Records - https://simbli.eboardsolutions.com/SU/oUKwNocrXXzS22jsg93hnA==
3580	District Records - https://simbli.eboardsolutions.com/SU/WEk7cYywcvcslshPFoIgJHPZg==
4030	Nondiscrimination In Employment - https://simbli.eboardsolutions.com/SU/q5LQp0nvMo21lV4uEGCTeg==
4030	Nondiscrimination In Employment - https://simbli.eboardsolutions.com/SU/zQYslshTD3a6MyslshXofBPTiXlQ==
4112.23	Special Education Staff - https://simbli.eboardsolutions.com/SU/irm0wWLeSkGJ5UwfJqHGEw==

4112.9	Employee Notifications - https://simbli.eboardsolutions.com/SU/lzOI6slshnwrcwplusn8LplusKslshvsfw==
4112.9-E(1)	Employee Notifications - https://simbli.eboardsolutions.com/SU/jPx8jp1DNslshIshBRM8z4vxA==
4118	Dismissal/Suspension/Disciplinary Action - https://simbli.eboardsolutions.com/SU/1feQnJxnTqXT1BhIvWdeWA==
4118	Dismissal/Suspension/Disciplinary Action - https://simbli.eboardsolutions.com/SU/L6i9RwB51LbplusbnI35tH3Bg==
4119.1	Civil And Legal Rights - https://simbli.eboardsolutions.com/SU/BQiemT6yH0cplusdbQ4LuGjZA==
4119.11	Sexual Harassment - https://simbli.eboardsolutions.com/SU/8tRAPBREHq5fJpslshz0HVtfw==
4119.11	Sexual Harassment - https://simbli.eboardsolutions.com/SU/QURcWQUtgJeCDcHbkv2lRQ==
4119.23	Unauthorized Release Of Confidential/Privileged Information - https://simbli.eboardsolutions.com/SU/2wFCPnGtM48l3kplusPslshl0slshSw==
4131	Staff Development - https://simbli.eboardsolutions.com/SU/IYMIfYPYXEiEMhaRz6slshWJQ==
4212.9	Employee Notifications - https://simbli.eboardsolutions.com/SU/mHaW9EbnocL5Pl6rr10dMw==
4212.9-E(1)	Employee Notifications - https://simbli.eboardsolutions.com/SU/K7UxHCgsjslshAnqgVX15hFcA==
4218	Dismissal/Suspension/Disciplinary Action - https://simbli.eboardsolutions.com/SU/k6b9QyZ26FV73p30dAVfMw==
4218	Dismissal/Suspension/Disciplinary Action - https://simbli.eboardsolutions.com/SU/lYBCjMtzL3slshslshICwWRly9jw==
4219.1	Civil And Legal Rights - https://simbli.eboardsolutions.com/SU/qInWNgn2LFslshtDzTCLslsh592A==
4219.11	Sexual Harassment - https://simbli.eboardsolutions.com/SU/ThsBkTwebyi3QrSE9Ipm2w==
4219.11	Sexual Harassment - https://simbli.eboardsolutions.com/SU/f0lz7oK8fOTNnMJg3w7aWA==
4219.23	Unauthorized Release Of Confidential/Privileged Information - https://simbli.eboardsolutions.com/SU/DzT84jcjiN31dA5odXslshEoA==
4231	Staff Development - https://simbli.eboardsolutions.com/SU/FAuFrJnlbcVy3kgsTslshNU6g==
4244	Complaints - https://simbli.eboardsolutions.com/SU/dpWU08slsh6hjddsVYvxoiIag==
4244	Complaints - https://simbli.eboardsolutions.com/SU/T94gjCe5she2lILWxwooVA==
4312.9	Employee Notifications - https://simbli.eboardsolutions.com/SU/CqOQlb4XnDnSONdYu7jm2Q==
4312.9-E(1)	Employee Notifications - https://simbli.eboardsolutions.com/SU/XN6WEjaszaScIkY0jPtQZA==
4319.1	Civil And Legal Rights - https://simbli.eboardsolutions.com/SU/XWa15T9slshJVGmRW95yTHU1Q==
4319.11	Sexual Harassment - https://simbli.eboardsolutions.com/SU/4Vvv7i0i6uHdgslsheZNHpgVg==
4319.11	Sexual Harassment - https://simbli.eboardsolutions.com/SU/GoK7chDslshO0cPN2xYlVjhslshg==

4319.23	Unauthorized Release Of Confidential/Privileged Information - https://simbli.eboardsolutions.com/SU/X3ta8p18spIcxmJVplusXplusnZQ==
4331	Staff Development - https://simbli.eboardsolutions.com/SU/3BIIBFE9slshf2AlnlIsFw7ag==
4344	Complaints - https://simbli.eboardsolutions.com/SU/0m0xiT7oKn9m9TLZpluszeRyA==
4344	Complaints - https://simbli.eboardsolutions.com/SU/35PWIyWDSczCYbz2slshslshaWog==
5116.1	Intradistrict Open Enrollment - https://simbli.eboardsolutions.com/SU/Nztzt5KdpN9ri1QlCvO2AQ==
5116.1	Intradistrict Open Enrollment - https://simbli.eboardsolutions.com/SU/DIP4Tf5IR5LEwxjGM1sHMg==
5117	Interdistrict Attendance - https://simbli.eboardsolutions.com/SU/fvV0QXPcOiX7slshONUTDvfsQ==
5117	Interdistrict Attendance - https://simbli.eboardsolutions.com/SU/ZSxhFm4cNesrhMObpLZKRQ==
5125	Student Records - https://simbli.eboardsolutions.com/SU/Jw4xw3nB7slshn7ptplustrREa5A==
5125	Student Records - https://simbli.eboardsolutions.com/SU/uVgslshw0u1SygQrOqplus8VkHAQ==
5131.62	Tobacco - https://simbli.eboardsolutions.com/SU/aJ5kH2qyEG0vE2G37vU1sw==
5131.62	Tobacco - https://simbli.eboardsolutions.com/SU/19Ip3NAy7KzO11ajp9og0w==
5137	Positive School Climate - https://simbli.eboardsolutions.com/SU/Ufqvo2274QHBLOiceWSBplusA==
5141.22	Infectious Diseases - https://simbli.eboardsolutions.com/SU/slshSHDzymYLN8DwMplItWdsg==
5141.22	Infectious Diseases - https://simbli.eboardsolutions.com/SU/DdkxP6Io0oUT7dmBE1eK0g==
5141.4	Child Abuse Prevention And Reporting - https://simbli.eboardsolutions.com/SU/bJAiplus4YTzTcWu0VMUkkdiQ==
5141.4	Child Abuse Prevention And Reporting - https://simbli.eboardsolutions.com/SU/6hZWZ4xftaRUybMTurJOcA==
5144	Discipline - https://simbli.eboardsolutions.com/SU/raFn00F3HGfVveXZ7SN4sA==
5144	Discipline - https://simbli.eboardsolutions.com/SU/M26rRhwtMFcZ0FEQhR1MBg==
5144.1	Suspension And Expulsion/Due Process - https://simbli.eboardsolutions.com/SU/BPOw0RFdLeDTvfQqVHSzBA==
5144.1	Suspension And Expulsion/Due Process - https://simbli.eboardsolutions.com/SU/S75iQjneD6mjixsnoDBRjQ==
5145.3	Nondiscrimination/Harassment - https://simbli.eboardsolutions.com/SU/BFjYVwdJqmkOY4slshgtvBZGQ==
5145.3	Nondiscrimination/Harassment - https://simbli.eboardsolutions.com/SU/UpaUizGK85fw9ORBYgC0PA==
5145.6	Parent/Guardian Notifications - https://simbli.eboardsolutions.com/SU/OOJDgERnjwx8GUWBtYOKOw==
5145.6-E(1)	Parent/Guardian Notifications - https://simbli.eboardsolutions.com/SU/zFBQ1KXq3m3KK90fokgpLw==

5145.7	Sexual Harassment - https://simbli.eboardsolutions.com/SU/MfAhaHLgZdYUYNaeSYslsh2ow==
5145.7	Sexual Harassment - https://simbli.eboardsolutions.com/SU/F81vgNUe2qhM9N9pNBTQtA==
5145.71	Title IX Sexual Harassment Complaint Procedures - https://simbli.eboardsolutions.com/SU/rZPreTur6slsh2IqWSGKKtgXw==
5145.71-E(1)	Title IX Sexual Harassment Complaint Procedures - https://simbli.eboardsolutions.com/SU/iHslshFFU3cfEouI0o8ULZduA==
5145.9	Hate-Motivated Behavior - https://simbli.eboardsolutions.com/SU/zXaTq9y3Bf8f0rt8zzpcyw==
5146	Married/Pregnant/Parenting Students - https://simbli.eboardsolutions.com/SU/qwa5QZPWvxO1IfGa91eXwQ==
5148	Child Care And Development - https://simbli.eboardsolutions.com/SU/6TzInJWyUNhxpc9er0OvSw==
5148	Child Care And Development - https://simbli.eboardsolutions.com/SU/bVySg0grlwmslshAxbVduBflg==
5148.2	Before/After School Programs - https://simbli.eboardsolutions.com/SU/b5QjnmUpQBtgBNxpBLZKJw==
5148.2	Before/After School Programs - https://simbli.eboardsolutions.com/SU/SRCRvplus9wpuzSot3FQ8a2gw==
5148.3	Preschool/Early Childhood Education - https://simbli.eboardsolutions.com/SU/RoY7foslshVVCuCn7ASBE4vKg==
5148.3	Preschool/Early Childhood Education - https://simbli.eboardsolutions.com/SU/riiMgqWrRNGEcIUEGI02Rg==
6142.1	Sexual Health And HIV/AIDS Prevention Instruction - https://simbli.eboardsolutions.com/SU/i3XomFLE8x7UPBmv115kHA==
6142.1	Sexual Health And HIV/AIDS Prevention Instruction - https://simbli.eboardsolutions.com/SU/FfslshxXARVXlf43WIWI13HCQ==
6142.7	Physical Education And Activity - https://simbli.eboardsolutions.com/SU/ZmslshJWRRGlhooOnK0kYcI2w==
6142.7	Physical Education And Activity - https://simbli.eboardsolutions.com/SU/7Tuzch26C948slshkHXr3eriw==
6145	Extracurricular And Cocurricular Activities - https://simbli.eboardsolutions.com/SU/TkiGKzMnAo9vQwZU56wqVw==
6145	Extracurricular And Cocurricular Activities - https://simbli.eboardsolutions.com/SU/Fr5qETtTn48ak1ITDSX9jg==
6145.2	Athletic Competition - https://simbli.eboardsolutions.com/SU/WjFHslshd0qO8WHJq9f7Kfh5Q==
6145.2	Athletic Competition - https://simbli.eboardsolutions.com/SU/3b046reWKA4At9vT9uKSHg==
6146.1	High School Graduation Requirements - https://simbli.eboardsolutions.com/SU/YsBxplusxf217GaPv8zxP4O1Q==
6152	Class Assignment - https://simbli.eboardsolutions.com/SU/hATymLA9CJuKTcyX9SvmOg==
6159	Individualized Education Program - https://simbli.eboardsolutions.com/SU/nRtcKBP3haQcPUiLWOYqgA==
6159	Individualized Education Program - https://simbli.eboardsolutions.com/SU/IBlWJmfAP00e3xnVhUQNYg==
6159.1	Procedural Safeguards And Complaints For Special Education - https://simbli.eboardsolutions.com/SU/S0PIFWQ0dcwNeAZdN9bmYQ==

6159.1	Procedural Safeguards And Complaints For Special Education - https://simbli.eboardsolutions.com/SU/3gc3YUKeG1b3e7zDpoTL3Q==
6159.2	Nonpublic, Nonsectarian School And Agency Services For Special Education - https://simbli.eboardsolutions.com/SU/nlToLBzwRjALYplusZdfOldrA==
6159.2	Nonpublic, Nonsectarian School And Agency Services For Special Education - https://simbli.eboardsolutions.com/SU/7Jed1AlxGJQdUGHslshJ7LplusoA==
6159.3	Appointment Of Surrogate Parent For Special Education Students - https://simbli.eboardsolutions.com/SU/kwKWaBk8WZGBdRWcmfUQoA==
6159.3	Appointment Of Surrogate Parent For Special Education Students - https://simbli.eboardsolutions.com/SU/WsbHcd1QtVwHGqMal6QN9g==
6161.1	Selection And Evaluation Of Instructional Materials - https://simbli.eboardsolutions.com/SU/JHqPQilZ5q5cUDGR0jx9slshA==
6161.1	Selection And Evaluation Of Instructional Materials - https://simbli.eboardsolutions.com/SU/RLXU3fzRV2Ht3T6GH7BQsw==
6161.1-E(1)	Selection And Evaluation Of Instructional Materials - https://simbli.eboardsolutions.com/SU/IplusFG9UqhKo1uIzhX3FE9LA==
6161.11	Supplementary Instructional Materials - https://simbli.eboardsolutions.com/SU/N99iCxBzV4YTplusQTplussaII1Q==
6163.1	Library Media Centers - https://simbli.eboardsolutions.com/SU/qDNmGxisnJAkjiI18JIVSw==
6164.2	Guidance/Counseling Services - https://simbli.eboardsolutions.com/SU/QEsZgzQo3AFYxslshFZf9HBrg==
6164.4	Identification And Evaluation Of Individuals For Special Education - https://simbli.eboardsolutions.com/SU/ffCNsslsh0JPpJGdyftyF23Dg==
6164.4	Identification And Evaluation Of Individuals For Special Education - https://simbli.eboardsolutions.com/SU/rsstgVL8YWDzm2Ni7PU9jg==
6164.5	Student Success Teams - https://simbli.eboardsolutions.com/SU/XrnslshQlPaFW9wMoMV2IEKpg==
6164.5	Student Success Teams - https://simbli.eboardsolutions.com/SU/UkLsYeA03YN6xcWenpZIVQ==
6171	Title I Programs - https://simbli.eboardsolutions.com/SU/p4BMACj6yFUh6jSJgfA2gA==
6171	Title I Programs - https://simbli.eboardsolutions.com/SU/Dbh9ejHszdfmzm1699QEQQ==
6173	Education For Homeless Children - https://simbli.eboardsolutions.com/SU/SBoNplusBJj6lORBiim4CgVaw==
6173	Education For Homeless Children - https://simbli.eboardsolutions.com/SU/22plusZOHjy6HWBgK8mxgQgvw==
6173-E(1)	Education For Homeless Children - https://simbli.eboardsolutions.com/SU/VL0yRplusvu4ZCLHIlycdkxJw==
6173-E(2)	Education For Homeless Children - https://simbli.eboardsolutions.com/SU/Oziu5plusO24Cwf3qrg2IwW1A==
6173.1	Education For Foster Youth - https://simbli.eboardsolutions.com/SU/FhWqtvgluEC44NZ6fElLQA==
6173.1	Education For Foster Youth - https://simbli.eboardsolutions.com/SU/plus02X7aplusL6BbQWZJpZVboVQ==
6173.2	Education Of Children Of Military Families - https://simbli.eboardsolutions.com/SU/tHYVlliplusEhWEo0ll2RHBMg==
6173.2	Education Of Children Of Military Families - https://simbli.eboardsolutions.com/SU/p9islshfftfiWNXpwsKgKC41A==

6173.3	Education For Juvenile Court School Students - https://simbli.eboardsolutions.com/SU/EKUslsh7IXVvCb4Sf5TG3Y9mQ==
6175	Migrant Education Program - https://simbli.eboardsolutions.com/SU/roLeyXGgp5l03jclK5slshG1A==
6175	Migrant Education Program - https://simbli.eboardsolutions.com/SU/KztAlGnaxUQBJN76aWKRlg==
6178	Career Technical Education - https://simbli.eboardsolutions.com/SU/2rbbha1T98IHWiOTkslshUErg==
6178	Career Technical Education - https://simbli.eboardsolutions.com/SU/S4qxTuQvqZWs07diDIxw9g==
6178.1	Work-Based Learning - https://simbli.eboardsolutions.com/SU/avQYbt3iAAr7wkf1xeEMuA==
6178.1	Work-Based Learning - https://simbli.eboardsolutions.com/SU/wLcNslshgmplusmQlg9zvVgyCIMQ==
6178.2	Regional Occupational Center/Program - https://simbli.eboardsolutions.com/SU/zpluswb3uMkLaEnDGYEUtDXjQ==
6200	Adult Education - https://simbli.eboardsolutions.com/SU/GBFIqzmwZQwt8slshR7plusdHYQQ==
6200	Adult Education - https://simbli.eboardsolutions.com/SU/plus0bvJoejC0EIMYEaP8Bpgg==
9000	Role Of The Board - https://simbli.eboardsolutions.com/SU/8aBslshkYpCeLkOFfduR9FE4g==
9011	Disclosure Of Confidential/Privileged Information - https://simbli.eboardsolutions.com/SU/I0ZWqs7YoJPQMBiPLtes9g==
9012	Board Member Electronic Communications - https://simbli.eboardsolutions.com/SU/sRwl2X1H21bkqwxO36znAw==
9124	Attorney - https://simbli.eboardsolutions.com/SU/cyJJplusrCCCh2AEypzeA9Q2Q==
9200	Limits Of Board Member Authority - https://simbli.eboardsolutions.com/SU/9D6eWnslshmjc4aK9zGITm6Ow==
9321	Closed Session - https://simbli.eboardsolutions.com/SU/6Okac2n002IH7QiOyqvirA==
9321-E(1)	Closed Session - https://simbli.eboardsolutions.com/SU/HugJnLcusrzLSVT90UPEcA==
9321-E(2)	Closed Session - https://simbli.eboardsolutions.com/SU/wSrEqCMiEHslshYFCIuMQnxBg==
9322	Agenda/Meeting Materials - https://simbli.eboardsolutions.com/SU/UZNZ1VccJifG2tzL24yslshFw==