

Community Relations

UNIFORM COMPLAINT PROCEDURES

The Board recognizes that the district has primary responsibility for insuring that it complies with applicable state and federal laws and regulations governing educational programs. The district shall investigate and seek to resolve complaints at the local level in accordance with applicable laws and administrative regulation related to this policy.

The district shall follow uniform complaint procedures when addressing complaints alleging unlawful discrimination against any protected group as identified under Education Code 200 and 220 and Government code 1135, including actual or perceived sex, sexual orientation, gender, ethnic group identification, race, ancestry, national origin, religion, color, or mental or physical disability or age, or on the basis of a person's association with a person or group with one or more of these actual or perceived characteristics in any district program or activity that receives or benefits from state financial assistance. (5 CCR 4610)

Uniform Complaint Procedures shall also be used when addressing complaints alleging failure to comply with state and/or federal laws in adult education programs, consolidated categorical aid programs, migrant education, career technical and technical education and career technical and technical training programs, child care and development programs, child nutrition programs, and special educational programs, to the extent that such programs are offered by the district. (5 CCR 4610)

(cf. 0410 – Nondiscrimination in District Programs and Activities)
(cf. 1312.1 – Complaints Concerning District Employees)
(cf. 1312.2 – Complaints Concerning Instructional materials)
(cf. 3553 – School Nutrition Programs)
(cf. 4031 – Complaints Concerning Discrimination in Employment)
(cf. 6159 – Individualized Education Program)
(cf. 6171 – Title I Programs)
(cf. 6174 – Education for Students of Limited English Proficiency)
(cf. 6175 – Migrant Education Program)
(cf. 6178 – Vocational Education)
(cf. 6200 – Adult Education)

Complaints 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, and teacher vacancies and misassignments shall be investigated pursuant to the district's Williams Uniform Complaint Procedure. (AR 1312.4)

The Board encourages the early, informal resolution of complaints at the site level whenever possible.

The Board acknowledges and respects student and employee rights to privacy. Discrimination complaints shall be investigated in a manner that protects the confidentiality of the parties and the integrity of the process. This may include keeping the identity of the complainant proceedings, as determined by the Superintendent or designee on a case-by-case basis.

(cf. 5125 – Student Records-Confidentiality)
(cf. 9011 – Disclosure of Confidential/Privileged Information)

The Board prohibits any form of retaliation against any complainant in the complaint process, including but not limited to a complainant's filing of a complaint, or the

Board Policy 1312.3(b)

reporting of instances of alleged discrimination. Such participation shall not in any way affect the status, grades, or work assignments of the complainant.

The Board recognizes that a neutral mediator can often suggest a compromise that is agreeable to all parties in a dispute. In accordance with uniform complaint procedures, whenever all parties to a complaint agree to try resolving their problem through mediation, the Superintendent or Assistant Superintendent shall initiate a mediation process before beginning a formal complaint investigation. The Superintendent or Assistant Superintendent shall ensure that mediation results are consistent with state and federal laws and regulations.

Legal Reference

EDUCATION CODE

200-262.4 Prohibition of discrimination

48985 Notices in language other than English

49060-49079 Student records

8500-8538 Adult basic education

8200-8498 Child care and development programs

18100-18203 School libraries

32289 School safety plan, uniform complaint procedure

35186 Williams uniform complaint procedure

41500-41513 Categorical education block grants

49490-49590 Child nutrition programs

52160-52178 Bilingual education programs

52300-52499.6 Vocational education

52500-52616.24 Adult schools

52800-52870 School-based coordinated programs

54000-54041 Economic impact aid programs

54100-54145 Miller-Unhurt Basic Reading Act

54400-54425 Compensatory education programs

54440-54445 Migrant education

5460-54529 Compensatory education programs

56000-56885 Special education programs

59000-59300 Special school and centers

64000-64001 Consolidated application process

CODE OF REGULATIONS, TITLE 5

3080 Application of section 4600-4671

4600-4687 Uniform complaint procedures

4900-4965 Nondiscrimination in elementary and secondary education programs

PENAL CODE

422.6 Interference with constitutional right or privilege

UNITED STATES CODE, TITLE 20

6301-6577 Title I basic programs

6601-6777 Title II preparing and recruiting high quality teachers and principals

6801-6871 Title III language instruction for limited English proficient and immigrant students

7101-7184 Safe and Drug-Free Schools and Communities Act

7201-7283g Title V promoting informed parental choice and innovative programs

7301-7372 Title V rural and low-income school programs

Management Resources:

WEB SITES

CSBA: <http://www.csba.org>

California Department of Education : <http://www.cde.ca.gov>

U.S. Department of Education, Office for Civil Rights: <http://www.ed.gov/offices/OCR>

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WEST SONOMA COUNTY UHSD

Sebastopol, California