



LOS ANGELES UNIFIED SCHOOL DISTRICT POLICY BULLETIN

TITLE: Uniform Complaint Procedures (UCP)

NUMBER: BUL-5159.11

ISSUER: Devora Navera Reed, Interim General Counsel
Office of the General Counsel

DATE: January 25, 2021

ROUTING
All Employees

POLICY: The District has the primary responsibility to ensure compliance with applicable state and federal laws and regulations, and shall investigate complaints alleging failure to comply with those laws and regulations, including but not limited to, allegations of unlawful discrimination, harassment, intimidation, or bullying against any protected group or noncompliance with laws relating to all programs and activities implemented by the District that are subject to UCP as cited within this policy. The District shall seek to resolve those complaints of noncompliance pursuant to procedures in §§4600-4694 of Title 5 of the California Code of Regulations (CCR) and the District’s governing board policies and procedures under the UCP, including allegations of retaliation for participation in the UCP process and/or to appeal District decisions regarding such complaints.

UCP notice brochures are available at all schools and the District’s website in the school community’s primary languages. Written notice regarding UCP must be disseminated annually to staff, students, parents/guardians, appropriate private school officials or representatives, District/school advisory committees and other interested school parties. Distribution may be in any form that will reach the school community. A copy of UCP policy and procedures shall be available free of charge. Complainants are encouraged, where possible, to try to resolve complaints directly at the school, work site or with their Local District.

MAJOR CHANGES: This Bulletin replaces BUL-5159.10, Uniform Complaint Procedures (UCP), issued July 1, 2020, by the Office of the General Counsel. It includes updated information to ensure compliance with legal requirements.

GUIDELINES:

I. BACKGROUND

On February 10, 2015, the District Board of Education ratified a delegation of its authority to approve the District’s UCP policy and procedures to the District’s Superintendent of Schools to remain in force until the delegation is rescinded.

A UCP complaint is a written, signed statement (e.g., written, typed, or electronically-generated) by any individual, including a person’s duly-authorized representative or an interested third party, public agency, or organization alleging federal or state laws or regulations violations for matters addressed in Education Code (EC) §33315(a)(1) and applicable future matters the Legislature identifies, including unlawful discrimination, harassment, intimidation or bullying against any protected group, and must be filed under UCP per 5 CCR §§4600-4694.



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Protected groups from unlawful discrimination, harassment, intimidation or bullying are identified in Education Code §§200, 220 and Government Code §11135, including any actual or perceived characteristics set forth in Penal Code §422.55, to include actual or perceived sex, sexual orientation, gender, gender identity, gender expression, race or ethnicity, ethnic group identification, ancestry, nationality, national origin, immigration status, religion, color, mental or physical disability, 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 program or activity the District conducts, which is funded directly by, to which it provides significant assistance, or that receives or benefits from any state financial assistance.

Additionally, schools with at least one lactating pupil on campus are required to provide reasonable accommodations to a lactating pupil on campus to express breast milk, breast-feed an infant, or address other needs related to breast-feeding. The law prohibits the lactating pupil from incurring an academic penalty because of her use during the school day of reasonable accommodations and affords that she shall be provided the opportunity to make up any work missed due to such use. Further, pregnant and parenting pupils are entitled to accommodations that provide them with the opportunity to succeed academically while protecting their health and the health of their children, such as eight weeks or more of parental leave to care for or bond with the infant, excused absences for the care of a sick child, opportunities to return to the course of study enrolled in before the leave, making up missed work, enrolling for a fifth year, accessing alternative education options, and not incurring an academic penalty. A complaint of noncompliance with the requirements of Education Code §222 may be filed under UCP. If merit is found in such a complaint, a remedy shall be provided to the affected pupil.

A pupil enrolled in a school in the District shall not be required to pay a pupil fee for supplies, materials, and equipment needed for participation in an educational activity, unless the charge for such a fee is specifically authorized by law and does not violate Education Code §49011. Pupil fees are fees charged to a pupil as a condition for registering for school or classes, or as a condition for participation in a class or extracurricular activity, regardless of whether the class or activity is elective or compulsory or is for credit; a security deposit, or other payment, that a pupil is required to make to obtain a lock, locker, book, class apparatus, musical instrument, clothes, or other materials or equipment; a purchase that a pupil is required to make to obtain materials, supplies, equipment, or clothes associated with an educational activity. A fee waiver shall not make a pupil fee permissible. Schools shall not establish a two-tier educational system by requiring a minimal educational standard and offering a second, higher one that pupils may only obtain through payment of a fee or additional supplies that the school does not provide. Schools shall not offer course credit or privileges related to educational activities in exchange for money or donations of goods or services from a pupil or parents/guardians, and shall not remove credits or privileges related to educational activities, or otherwise discriminate against a pupil or parents/guardians who do



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not provide money or donations; voluntary donations can be solicited. A complaint of noncompliance should be filed with the school principal, the District superintendent or designee. A complainant not satisfied with the school's decision may appeal the decision to the UCP Coordinator and shall receive a written appeal decision within 60 days of receipt of the complainant's request. A pupil fee complaint may be filed anonymously if the complaint provides evidence or information leading to evidence to support an allegation of noncompliance with laws relating to pupil fees (§§49010 to 49013). The complaint shall be filed no later than one year from the date the alleged violation occurred. If merit is found in a pupil fee complaint the school shall provide a remedy to all affected pupils, parents and guardians that where applicable includes reasonable efforts by the school to ensure full reimbursement to all affected pupils, parents and guardians, subject to procedures established through regulations adopted by the State board. The District will attempt in good faith by engaging in reasonable efforts to identify and fully reimburse all pupils, parents/guardians who paid a pupil fee within one year prior to the filing of the complaint.

Existing law requires the adopted course of study for grades 1 to 6 inclusive, to include instruction in specified areas of study, including physical education for a total period of not less than 200 minutes each ten school days, exclusive of recesses and the lunch period. Instruction in physical education in an elementary school maintaining any of grades 1 to 8, inclusive, shall be for a total period of not less than 200 minutes each ten school days, exclusive of recesses and the lunch period. A complaint that the District has not complied with instructional minute requirements of the physical education adopted course of study for pupils in those grades may be filed under UCP. If merit is found in such a complaint, a remedy shall be provided to all affected pupils, parents and/or guardians.

Education Codes §§48645.7, 48853, 48853.5, 49069.5, 51225.1 and 51225.2, which address and provide for standardized notice of educational rights and complaint processes for pupils in foster care, homeless, former juvenile court pupils now enrolled in a school district, pupils in military families, migratory pupils and pupils participating in newcomer programs to immediate enrollment, remaining in the school of origin, being enrolled in their local comprehensive school, obtaining partial credits, graduating with the State's minimum requirements, and access to academic resources, services, and extracurricular activities, have been amended to allow that a complaint of noncompliance with the requirements of the sections may be filed under the UCP. A remedy shall be provided to the affected pupil if merit is found in such a complaint.

The District is prohibited from assigning pupils enrolled in grades 9-12 to courses without educational content. A complaint of noncompliance with the requirements (§§51228.1, 51228.2) may be filed under the UCP. A remedy shall be provided to the affected pupil if the complaint has merit.

A complaint that a district has not complied with the requirements of the LCAP may also be filed using UCP (§52075). An LCAP complaint may be filed



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anonymously if it provides evidence/information leading to evidence to support an allegation of noncompliance. If merit is found in an LCAP complaint, a remedy shall be provided to all affected pupils, parents and/or guardians. LCAP requirements are found in §§52060-52076.

II. UNIFORM COMPLAINT PROCEDURES PROCESS JURISDICTION

A. List of All Federal and State Programs Under Jurisdiction of the UCP Process (§33315):

- Adult education (§§8500-8538, 52334.7, 52500-52617)
- After school education and safety (§§8482-8484.65)
- Agricultural career technical education (§§52460-52462)
- Compensatory education (§54400)
- Consolidated categorical aid programs [34 CFR §§299.10-12, §64000(a)]
- Migrant education (§§54440-54445)
- Career technical and technical education and career technical and technical training programs (§§52300-52462)
- Child care and development programs (§§ 8200-8498)
- Every Student Succeeds Act (20 United States Code §6301 et seq.; EC §52059)
- Discrimination, harassment, intimidation or bullying of protected groups identified under §§200 and 220 and §11135 of the Government Code, including any actual or perceived characteristic as set forth in §422.55 of the Penal Code, 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 program or activity conducted by an educational institution, as defined in §210.3, that is funded directly by, or that receives or benefits from, any state financial assistance. (related to employee-to-student, student-to-student, student-to-employee, third party to student, employee-to-third party)
- Accommodations for pregnant and parenting pupils, including reasonable accommodations for lactating pupils (§§46015, 222)
- Educational and graduation rights of foster youth, homeless youth, and other youth (e.g., former juvenile court school pupils, pupils from military families, newcomers and migratory education students) (§§48645.7, 48853, 48853.5, 49069.5, 51225.1, 51225.2)
- Pupil Fees (§§49010-49013)
- Courses periods without educational content (§§51228.1-51228.3)
- Physical education instructional minutes (§51223)
- Local control and accountability plans (LCAP) (§52075)
- Regional occupational centers and programs (§§52300-52334.7)
- School plans for student achievement (§64001)



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- School site councils (§65000)
- School safety plans (§§32280-32289)
- State preschools (§§8235-8239.1)
- Deficiencies related to preschool health and safety issues for a California state preschool program exempt from licensing (5 CCR §1596.7925, EC §8235.5); per public notices posted for applicable classrooms
- Any other state or federal educational program the State Superintendent of Public Instruction or designee deems appropriate

B. Complaints Not Under Jurisdiction of the UCP Process:

- Allegations of employment/work, employee-to-employee and/or student-to-employee discrimination, harassment, intimidation, and/or bullying of protected groups may be referred to the District's Equal Opportunity Section at (213) 241-7685 and to the State Department of Fair Employment and Housing.
- Allegations of suspected child abuse shall be referred to Child Protective Services (Los Angeles County Department of Children and Family Services or an appropriate city or county law enforcement agency, as applicable).
- Allegations of fraud may be referred to the District's Office of the Inspector General at (213) 241-7700.
- Personnel action complaints may be referred to the responsible administrator in the District.
- Child nutrition programs are addressed under federal provisions pursuant to 7 Code of Federal Regulations (CFR) §§210.19(a)(4), 215.1(a), 220.13(c), 225.11(b), 226.6(n), and 250.15(d). Other provisions governing complaints relative to child nutrition programs are found in the CCR §§15580 through 15584, which allow for a District investigation, an appeal of the District's investigation report to CDE and for direct intervention by CDE in some instances (e.g., meal counting and claiming, reimbursable meals, eligibility of child/adult or use of cafeteria funds and allowable expenses). For assistance with child nutrition complaints, the District's Food Services division can provide more information at (213) 241-2993.
- Special education programs are addressed under federal provisions pursuant to 34 CFR §§300.151 through 300.153. Other relevant provisions are found in CCR §§3200 through 3205.



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- Health and safety complaints regarding licensed facilities operating a Child Development Program may be referred to Department of Social Services. For license-exempt state preschool facilities, refer to BUL-101702, Complaint Procedures Regarding State Preschool Health and Safety Issues. The District's Early Childhood Education Division can provide more information at (213) 241-0415.
- Bullying complaints not based on protected classes may be referred to the school's Title IX/Bullying Complaint Manager, Principal/Designee, Local District Administrator of Operations or the complaint process regarding implementing the School Discipline Policy and School Climate Bill of Rights found at <https://dfpcomplaint.lausd.net/ComplaintForm.aspx>.
- Complaints involving classroom assignments, common core, grades, graduation requirements, hiring and evaluation of staff, homework policies and practices, provision of core curricula subjects, public meeting laws (Bagley-Keen Open Meeting Act, Brown Act, Greene Act), student promotion and retention, student discipline, student records, and other general education requirements may be referred to the appropriate Principal/Designee, Administrator of Operations or responsible administrator in the division/branch/department/unit/Local District.
- Complaints involving instructional materials, emergency or urgent facilities conditions that pose a threat to pupils' or staffs' health or safety, and teacher vacancies and misassignments are addressed pursuant to §§4680 through 4687. Refer to BUL-4759, Williams Complaint Procedures, for more information.

III. RELATED DEFINITIONS

Title 5, California Code of Regulations provides the following definitions:

- A. Appeal: A request made in writing to a level higher than the original reviewing level by an aggrieved party requesting reconsideration or a reinvestigation of the lower adjudicating body's decision.
- B. Complainant: Any individual, including a person's duly authorized representative or an interested third party, public agency, or organization who files a written complaint alleging a violation of federal or state laws or regulations, including allegations of discrimination in programs and activities funded directly by the state or receiving any financial assistance from the state.



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- C. Complaint: A written and signed statement alleging a violation of federal or state laws or regulations, which may include an allegation of discrimination, harassment, intimidation and/or bullying. Complaints may be filed anonymously. Notwithstanding 5 CCR §4600(d), a complaint filed on behalf of an individual student may only be filed by that student or that student's duly authorized representative. If the complainant is unable to put the complaint in writing, due to conditions such as a disability or illiteracy, the public agency shall assist the complainant in the filing of the complaint. A complainant is not required to use the UCP complaint form.
- D. Complaint Investigation: Administrative process used by the District or the California Department of Education (CDE) for gathering data regarding the complaint.
- E. Complaint Procedure: An internal process used by the CDE or the District to process and resolve complaints.
- F. Days: Calendar days, unless designated otherwise.
- G. Mediation: A local problem-solving activity whereby a third party assists the parties to the dispute in resolving the complaint.

IV. NOTIFICATION – DISSEMINATION

A. Employees

Provide the UCP policy to all District employees annually at the beginning of each school year.

B. Students

The District's formal complaint procedures are provided in the UCP notice brochure and in the Parent Student Handbook, which all schools are required to distribute annually to every student upon initial enrollment in any District school and at the beginning of each subsequent school year.

C. Parents/Guardians

The District's UCP brochure and Parent Student Handbook is used to provide parents/guardians notice of the District's formal complaint procedures.

D. District/School Advisory Committees, Appropriate Private School Officials or Representatives - Other Interested Parties

The UCP notice brochure is used to provide the required annual distribution of information regarding the District's formal complaint procedures to District/School Advisory Committees, appropriate private school officials or representatives, as well as other interested parties.

V. CONFIDENTIALITY AND NON-RETALIATION

Complaints shall be handled confidentially to respect the privacy of all parties to the fullest extent possible. Every effort shall be made to limit distribution of



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information to those persons with a need to know within the confines of the District's reporting procedures and investigative process.

The District prohibits retaliation in any form for filing of a complaint or appeal, reporting instances of noncompliance, discrimination, harassment, intimidation or bullying, or for participation in the complaint-filing or investigation process. Complainants are protected from retaliation. These confidentiality and non-retaliation requirements extend to all parties involved.

VI. FORMAL COMPLAINT PROCEDURES

A. Complaint Filing

1. Any individual, including a person's duly authorized representative, public agency or organization may file a written complaint, alleging a matter which, if true, would constitute a violation by the District of federal or state laws or regulations governing the programs and activities as well as allegations of unlawful discrimination, harassment, intimidation or bullying identified as jurisdiction under this policy.
2. Any complainant has the right to file a written complaint of unlawful discrimination, harassment, intimidation or bullying within six months from the date the alleged incident occurred or the complainant first obtained knowledge/facts of the alleged incident unless the time for filing is extended by the District superintendent or designee upon written request by the complainant setting forth the reasons, but not to exceed 90 more days. Otherwise, complaints shall be filed no later than one year from the date the alleged violation occurred. For LCAP, the date of the alleged violation is when the reviewing authority approves the LCAP or annual update that the District adopted.
3. A complaint may be filed anonymously if it provides evidence or information leading to evidence to support an allegation of noncompliance, including in pupil fees and LCAP complaints.
4. Complainants making a verbal complaint shall be referred to an administrator/designee who will assist any person with a disability or otherwise unable to prepare a written complaint.
5. The complainant will submit a written and signed complaint to:

Julie Hall-Panameño, Director
Los Angeles Unified School District
Educational Equity Compliance Office (EECO)
333 South Beaudry Avenue - 18th Floor
Los Angeles, California 90017
Facsimile: (213) 241-3312
EquityCompliance@lausd.net



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This individual/office shall be considered the representative of the District for purposes of receiving and coordinating investigation responses to complaints and correspondence related to this policy and for ensuring the District's compliance.

The District ensures the office administrator/designee assigned to investigate complaints is knowledgeable of the laws/programs assigned to be investigated and is responsible for compliance. In addition, those responsible for providing a written report are trained in the UCP investigative process and know federal and state laws/regulations about UCP.

6. The District shall include an opportunity for the complainant, the complainant's duly authorized representative, or both, to present the complaint(s) and evidence or information leading to evidence to support the allegations of noncompliance with state and federal laws and/or regulations. Refusal by the complainant to provide the investigator with documents or other evidence related to the complaint allegations, or to otherwise fail or refuse to cooperate in the investigation or engage in any obstruction of the investigation, may result in dismissal of the complaint because of a lack of evidence to support the allegations.

Refusal by the District to provide the investigator with access to records and/or other information related to the complaint allegation or to otherwise fail or refuse to cooperate in the investigation or engage in any obstruction of the investigation may result in a finding based on evidence collected that a violation has occurred and may result in imposition of a remedy in favor of the complainant.

B. Complaint Receipt

The District administrator/designee shall:

1. Acknowledge receipt of the complaint and review it to determine whether it meets criteria for filing under the procedures or falls within exceptions listed as jurisdiction under this policy.
2. Inform the complainant of the District policy and appeal procedures in those instances when a complaint may be filed directly with the State Superintendent of Public Instruction or another appropriate state or federal agency.
3. Determine whether the complainant and District representative will participate in mediation to resolve the complaint before formal investigation. If the complainant agrees to mediation, the complainant must be informed that mediation may be terminated at any time and then the complaint may proceed directly to an investigation. Mediation may not extend the timeline for investigation and resolution of the complaint



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unless the complainant agrees in writing to the extension. Upon reaching resolution or a remedy that satisfies the complainant, the District will present the complainant with an opportunity to withdraw or proceed with the formal complaint investigation.

4. Determine whether a discrimination, harassment, intimidation or bullying complaint of a protected group has been filed within six months from the date the alleged incident occurred or the date the complainant first obtained knowledge of the facts of the alleged incident. Confidentiality of such complaints will be observed to the maximum extent possible.
5. Deny the discrimination, harassment, intimidation or bullying complaint if it has not been filed timely and notify the complainant of the right to appeal to the State Superintendent of Public Instruction for an extension of time in which to file the complaint.
6. Refer the complaint for investigation to the appropriate District office.
7. Ensure that within 60 days of receipt of the written complaint the complaint has been resolved and/or investigated and a written report of findings is issued to the complainant. The investigative report must contain the allegations, investigation method, policy, findings of fact based on evidence gathered, conclusions providing a clear determination as to each allegation as to whether the District is in compliance with the relevant law, notice of the complainant's right and procedures to appeal the investigation report to the CDE, and corrective actions if there is merit to the complaint.
8. Obtain an extension of time by written agreement of the complainant if appropriate to conduct the investigation.

C. Complaint Timeline

1. Each complaint shall be resolved and a written report of investigative findings issued within 60 calendar days of receipt of the written complaint unless the complainant agrees in writing to an extension of time.
2. If the complainant agrees to mediation, it may not result in an extension of the investigation timeline and complaint resolution unless the complainant agrees in writing to the extension.

D. Complaint Investigation

An appropriate District office shall investigate complaints in accordance with District UCP policies and procedures. The office shall:

1. Adhere to a 45-day timeline to request additional information from the complainant as necessary, conduct the investigation, and prepare the final written investigation report.



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2. Provide an opportunity for the complainant or complainant's duly-authorized representative and District's representative to present relevant information during the mediation or investigative process. The complainant's refusal to provide the investigator with evidence related to the complaint allegations, to otherwise fail or refuse to cooperate, or engage in obstruction of the investigation may result in the complaint's dismissal due to lack of evidence to support the allegations.
3. Obtain statements from individuals/witnesses who can provide relevant information concerning the alleged violation.
4. Review documents that may provide information relevant to the allegation. Request clarification on specific complaint issues from District offices when necessary.
5. Have access to pertinent District records and information. District staff who refuse or fail to cooperate in, or engage in obstruction of the investigation, may cause a finding based on evidence collected that a violation occurred which may result in a remedy in complainant's favor.
6. Prepare an investigation report (in English and complainant's language), which contains the following elements:
 - a. Findings of fact based on evidence gathered
 - b. Conclusions providing a clear determination as to each allegation as to whether the District is in compliance with the relevant law
 - c. Corrective actions consistent with law, if any warranted
 - d. Notice of and procedures for initiating complainant's right to appeal the District's investigation report to the CDE if applicable
7. Forward the draft investigation report to EECO for review and final disposition within 45 days of receipt of the complaint.

E. Complaint Response

1. The EECO UCP Coordinator will coordinate the final provision of the closing letter and investigation report to the complainant and appropriate administrators/designees.
2. The letter assures the District will not tolerate retaliation against the complainant for opposing District actions, reporting, or threatening to report such actions or for the complainant's participation in an investigation of District actions.
3. The letter provides the complainant with notice of the right to appeal the District's investigation report.



VII. APPEALS

A. Appeals of Local District or District Investigation Reports Regarding Allegations of Discrimination, Harassment, Intimidation or Bullying of Protected Groups

1. Appeals of Local District decisions/findings involving allegations of discrimination, harassment, intimidation, or bullying of protected groups may be filed in writing within 15 days to the EECO:

Julie Hall-Panameño, Director
Educational Equity Compliance Office
Los Angeles Unified School District
333 South Beaudry Avenue - 18th Floor
Los Angeles, California 90017
Facsimile: (213) 241-3312
EquityCompliance@lausd.net

- a. The complainant shall specify reasons for appealing and include a copy of the Local District decision. The Local District will provide the EECO with access to records/information related to the complaint allegation and information obtained from the Local District's investigation. A final written letter of findings will be provided to the complainant with the appeal's disposition and rationale.
2. Otherwise, appeals of District investigation reports regarding specific programs and activities subject to UCP, pupil fees and the LCAP may be appealed to the CDE by filing a written appeal within 30 calendar days of the District's investigation report. The written appeal should fully explain the basis for appealing the investigation report (the District did not follow its complaint procedures, the District lacked material findings of fact necessary to reach a conclusion of law, the material findings of fact in the report are not supported by substantial evidence, the legal conclusion is inconsistent with the law, and/or in the case where the District found noncompliance, the corrective actions fail to provide a proper remedy), and include a copy of the original locally filed complaint and the District's investigation report. A written appeal decision, along with any corrective actions, will be made available within 60 days of the CDE's receipt of the appeal, unless extended by written agreement with the complainant or the department documents exceptional circumstances and informs the complainant. Notice of any additional appeal options will be provided. For additional information, visit the CDE's UCP web page at <http://www.cde.ca.gov/re/cp/uc>. The appeal may be sent to:

California Department of Education
1430 N Street
Sacramento, CA 95814



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VIII. CIVIL REMEDIES

Pursuant to Education Code §262.3, complainants who have filed a UCP complaint are advised that civil law remedies, including, but not limited to, injunctions, restraining orders or other remedies or orders may be available under California or federal discrimination, harassment, intimidation or bullying laws if applicable.

AUTHORITY: This is the policy of the District Superintendent of Schools. The following legal standard is applied in this policy:

California Code of Regulations, Title 5, §§4600 - 4694

ASSISTANCE: For further information or assistance:

Educational Equity Compliance Office; 213-241-7682; <http://achieve.lausd.net/eeco>
Julie Hall-Panameño, Director/District Title IX Coordinator/Section 504 Coordinator

Complaints regarding instructional materials, emergency or urgent facilities conditions that pose a threat to pupils' health and safety, and teacher vacancy or misassignment are addressed in District bulletin, BUL-4759.4, Williams Complaint Procedures. Complaints regarding license-exempt state preschool health and safety issues are discussed in BUL-101702, Complaint Procedures Regarding State Preschool Health and Safety Issues.

ATTACHMENTS:

- Attachment A: UCP Complaint Form – English
- Attachment B: UCP Complaint Form – Spanish
- Attachment C: UCP Notice Brochure – English
- Attachment D: UCP Notice Brochure – Spanish

Translations of the above documents are also available in Armenian, Chinese, Farsi, Korean, Polish, Russian, and Tagalog. To obtain these translations, please contact EECO at (213) 241-7682 or access them at <http://achieve.lausd.net/eeco>.

How to Submit a Complaint:

Any person, organization or public agency may mail, fax or email a written and signed UCP complaint to:

Julie Hall-Panameño, Director
Educational Equity Compliance Office
Los Angeles Unified School District
333 South Beaudry Avenue - 18th Floor
Los Angeles, CA 90017
Fax: (213) 241-3312
EquityCompliance@lausd.net

Any person with a disability or who is unable to prepare a written complaint can receive assistance from the site administrator/designee or from the EECO at (213) 241-7682.

The District assures confidentiality to the maximum extent possible. Complainants are protected from retaliation. The District prohibits retaliation against anyone who files a complaint or participates in the complaint investigation process.

Pursuant to E.C. §262.3, complainants are advised civil law remedies, including but not limited to, injunctions, restraining orders or other remedies/orders that may be available under state or federal discrimination, harassment, intimidation or bullying laws if applicable.

A copy of the District's UCP policy and complaint procedures shall be available free of charge.

For UCP related questions, contact Dr. Joseph Green, UCP Coordinator at (213) 241-7682.

Complaint Investigation and Response:

Each complaint is investigated by the appropriate office knowledgeable about applicable laws, programs and compliance per UCP policies/procedures. The investigation and District response:

1. Provides an opportunity for complainant and/or a duly-authorized representative, and District personnel to present information relevant to the complaint;
2. Obtains relevant information from other persons or witnesses who can provide evidence;
3. Reviews related documents;
4. Results in a written investigation report in English or in the primary language of the complainant within 60 days from the date of receipt of the written complaint (unless the complainant agrees in writing to extend the investigative timeline) including findings and conclusions for each allegation based on the evidence gathered, corrective actions, if applicable; and
5. Provides notice of appeal rights and procedures.

How to Appeal:

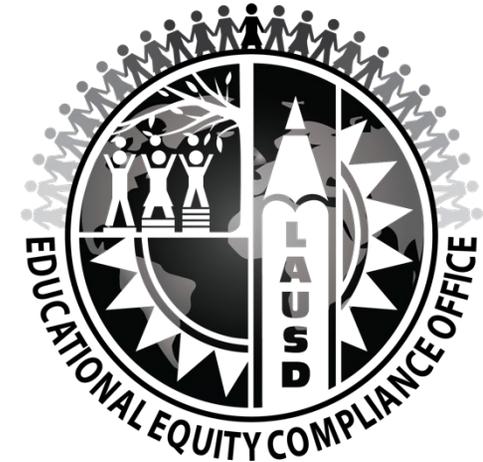
District decisions/findings regarding programs and activities subject to UCP may be appealed by complainants to the State by filing a written appeal within 30 days of the date of the District's investigation report. The appeal must explain the basis for appealing the decision, and include a copy of the original complaint and the District's investigation report. The appeal should be sent to:

California Department of Education
1430 N Street
Sacramento, CA 95814
<http://www.cde.ca.gov/re/cp/uc>

**The 60-day timeline
for investigation and District
response shall begin when
the written complaint is received.**

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Educational Equity Compliance Office (EECO)

(213) 241-7682

Why This Brochure?

This is annual notice to all stakeholders that the District has primary responsibility to ensure compliance with applicable state and federal laws and regulations, and shall investigate complaints alleging failure to comply with those including, but not limited to allegations of unlawful discrimination, harassment, intimidation or bullying against any protected group or noncompliance with laws relating to all programs and activities subject to UCP cited in this brochure. The District shall seek to resolve complaints in accordance with procedures in California Code of Regulations §§4600-4694 and District policies/procedures, including retaliation for participation in the UCP process and/or in appeals of District investigation report regarding such complaints.

Standardized notice of educational rights and complaint processes for pupils in foster care, pupils who are homeless, former juvenile court pupils now enrolled in the District, and pupils in military families is posted as specified in Education Codes (EC) §§48645.7, 48853, 48853.5, 49069.5, 51225.1 and 51225.2.

Protected Groups Covered:

Allegations of unlawful discrimination, harassment, intimidation or bullying of students based on protected groups, set forth in Penal Code §422.55, EC §§200, 220, and Government Code §11135 include actual or perceived sex, sexual orientation, gender, gender identity, gender expression, race or ethnicity, ethnic group identification, ancestry, nationality, national origin, immigration status, religion, color, mental or physical disability, age, or based on a person's association with a person or group with one or more of these actual or perceived categories, in any program or activity it conducts or to which it provides significant assistance. These complaints must be filed within six months from the date the alleged incident occurred or the date when knowledge of the facts of the alleged incident was first obtained. Otherwise, complaints shall be filed no later than one year from the alleged violation's date.

UCP Jurisdiction:

- Adult education (§§8500-8538, 52334.7, 52500-52617)
- After school education and safety (§§8482-8484.65)
- Agricultural career technical education (§§52460-52462)
- Compensatory education (§54400)
- Consolidated categorical aid programs [34 CFR §§299.10-12, §64000(a)]
- Migrant child education (§§54440-54445)
- Career technical and technical education and career technical and technical training programs (§§52300-52462)
- Child care and development programs (§§ 8200-8498)
- Every Student Succeeds Act (20 United States Code §6301 et seq.; EC §52059)
- Discrimination, harassment, intimidation or bullying of protected groups under §§200, 220 and §11135 of the Government Code, including actual or perceived characteristics set forth in §422.55 of the Penal Code, 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 program or activity conducted by an educational institution, as defined in §210.3, that is funded directly by, or that receives or benefits from, any state financial assistance. (related to employee-to-student, student-to-student, student-to-employee, third party to student, employee-to-third party)
- Accommodations for pregnant and parenting pupils, including reasonable accommodations for lactating pupils (§§46015, 222)
- Educational and graduation rights of foster youth, homeless youth, and other youth (e.g., former juvenile court school pupils, pupils from military families, newcomers and migratory education students) (§§48645.7, 48853, 48853.5, 49069.5, 51225.1, 51225.2)
- Pupil Fees (§§49010-49013)
- Courses periods without educational content (§§51228.1-51228.3)
- Physical education instructional minutes (§51223)
- Local control and accountability plans (LCAP) (§52075)
- Regional occupational centers and programs (§§52300-52334.7)
- School plans for student achievement (§64001)
- School site councils (§65000)
- School safety plans (§§32280-32289)
- State preschools (§§8235-8239.1)

-Deficiencies related to preschool health and safety issues for a California state preschool program exempt from licensing (5 CCR §1596.7925, EC §8235.5); per public notices posted for applicable classrooms. Complaint forms can be obtained in those schools or at achieve.lausd.net/eeco.
-Any other state or federal educational program the State Superintendent of Public Instruction or designee deems appropriate

A pupil enrolled in a school in the District shall not be required to pay a pupil fee for participation in an educational activity. Pupil fees are fees charged to a pupil as a condition for registering for school or classes, or as a condition for participation in a class or extracurricular activity, regardless of whether the course or activity is elective or compulsory or is for credit; a security deposit, or other payment, that a pupil is required to make to obtain a lock, locker, book, class apparatus, musical instrument, clothes, or other materials or equipment; a purchase that a pupil is required to make to obtain materials, supplies, equipment, or clothes associated with an educational activity. A pupil fee complaint may be filed with the principal of a school, the Superintendent or designee.

A complaint may be filed anonymously if it provides evidence or information leading to evidence to support an allegation of noncompliance, including pupil fees and LCAP complaints.

The District will attempt in good faith to engage in reasonable efforts to identify and fully reimburse all pupils, parents/guardians who paid a pupil fee within one year prior to the filing of the complaint.

If merit is found in a complaint, a remedy shall be provided to the affected pupil in cases regarding course periods without educational content, reasonable accommodations to a lactating pupil, education of pupils in foster care, pupils who are homeless, former juvenile court pupils now enrolled in our school district and/or pupils in military families; a remedy shall be provided to all affected pupils and parents/guardians in cases involving pupil fees, physical education instructional minutes and/or LCAPs.

Los Angeles Unified School District Uniform Complaint Procedures Form

Complainant Last Name _____ Complainant First Name _____

Student Name (if applicable) _____ Grade _____ Date of Birth _____

Address _____ Apt./Suite # _____

City _____ State _____ Zip Code _____

Home Phone _____ Cell Phone _____ Work Phone _____

Email Address _____ Date(s) of Alleged Violation(s) _____

School/Office of Alleged Violation(s) _____

For allegations of noncompliance, check the program or activity referred to in your complaint if applicable:

<input type="checkbox"/> Accommodations for pregnant and parenting pupils, including reasonable accommodations for lactating pupils (§§46015, 222)	<input type="checkbox"/> Adult education (§§8500-8538, 52334.7, 52500-52617)	<input type="checkbox"/> After school education and safety (§§8482-8484.65)	<input type="checkbox"/> Agricultural career technical education (§§52460-52462)	<input type="checkbox"/> Career technical and technical education and career technical and technical training programs (§§52300-52462)
<input type="checkbox"/> Child care and development programs (§§ 8200-8498)	<input type="checkbox"/> Compensatory education (§54400)	<input type="checkbox"/> Consolidated categorical aid programs [34 CFR §§299.10-12, §64000(a)]	<input type="checkbox"/> Courses periods without educational content (§§51228.1-51228.3)	<input type="checkbox"/> Educational and graduation rights of foster youth, homeless youth, and other youth (e.g., former juvenile court school pupils, pupils from military families, newcomers and migratory education students) (§§48645.7, 48853, 48853.5, 49069.5, 51225.1, 51225.2)
<input type="checkbox"/> Every Student Succeeds Act (20 United States Code §6301 et seq.; EC §52059)	<input type="checkbox"/> Local control and accountability plans (§52075)	<input type="checkbox"/> Migrant child education (§§54440-54445)	<input type="checkbox"/> Physical education instructional minutes (§51223)	<input type="checkbox"/> Pupil Fees (§§49010-49013)
<input type="checkbox"/> Regional occupational centers and programs (§§52300-52334.7)	<input type="checkbox"/> School plans for student achievement (§64001)	<input type="checkbox"/> School safety plans (§§32280-32289)	<input type="checkbox"/> School site councils (§65000)	<input type="checkbox"/> State preschools (§§8235-8239.1)
<input type="checkbox"/> Deficiencies related to preschool health and safety issues for a California state preschool program licensing-exempt (5 CCR §1596.7925, EC §8235.5); per public notices posted for applicable classrooms. Complaint forms can be obtained in those schools or at achieve.lausd.net/eeco .			<input type="checkbox"/> Any other state or federal educational program the State Superintendent of Public Instruction or designee deems appropriate	

For complaints of unlawful discrimination, harassment, intimidation or bullying of protected groups (employee-to-student, student-to-student, student-to-employee, third party to a student, employee-to-third party) filed no later than six months from the date it occurred or when knowledge was obtained that it occurred, check which actual or perceived protected groups upon which the alleged conduct was based:

- | | | |
|--|--|---|
| <input type="checkbox"/> Sex | <input type="checkbox"/> Sexual Orientation | <input type="checkbox"/> Gender |
| <input type="checkbox"/> Gender Identity | <input type="checkbox"/> Gender Expression | <input type="checkbox"/> Ancestry |
| <input type="checkbox"/> Ethnic Group Identification | <input type="checkbox"/> Race or Ethnicity | <input type="checkbox"/> Religion |
| <input type="checkbox"/> Nationality | <input type="checkbox"/> National Origin | <input type="checkbox"/> Immigration Status |
| <input type="checkbox"/> Color | <input type="checkbox"/> Mental or Physical Disability | <input type="checkbox"/> Lactating Student |
| <input type="checkbox"/> Association with a person or group with one or more of the actual or perceived groups listed here | <input type="checkbox"/> Age | |

For bullying complaints not based on these protected groups and other complaints not listed on this form, contact your school's Title IX/Bullying Complaint Manager, Site Administrator, or Local District Administrator of Operations. For claims of employee-to-employee and student-to-employee discrimination or harassment, you may contact the Equal Opportunity Section at (213) 241-7685.

Cómo presentar una queja:

Cualquier persona, organización o entidad pública puede enviar por correo, fax, o correo electrónico una queja UCP escrita y firmada a:

Julie Hall-Panameño, Director
Educational Equity Compliance Office
Los Angeles Unified School District
333 South Beaudry Avenue - 18th Floor
Los Angeles, CA 90017
Fax: (213) 241-3312
EquityCompliance@lausd.net

Cualquier persona con una discapacidad, o que no pueda preparar una queja por escrito, puede recibir ayuda del administrador del plantel/persona designada o llamar a la Oficina de Equidad Educativa y Cumplimiento al (213) 241-7682.

El Distrito garantiza la confidencialidad en la mayor medida posible. Los demandantes están protegidos contra represalias. El Distrito prohíbe las represalias contra cualquier persona que presente una queja o que participe en el proceso de investigación de una queja.

De conformidad con el Artículo 262.3 del Código de Educación, se informa que quienes presenten quejas también podrían tener disponibles los recursos para la reparación de agravios de la ley civil estatal o federal contra discriminación, acoso, intimidación y/o “bullying.”

Una copia de la política y los procedimientos de presentación de quejas del Distrito (UCP) estará disponible de forma gratuita.

Para preguntas sobre el Procedimiento Uniforme para Presentar Quejas (UCP), comuníquese con el Dr. Joseph Green, Coordinador de UCP al (213) 241-7682.

Investigación de Queja y Respuesta:

Cada queja es investigada por la oficina apropiada que conoce las leyes, los programas y el cumplimiento aplicables de acuerdo con las políticas/procedimientos de UCP. La investigación y respuesta del Distrito:

1. Brinda una oportunidad para que el demandante y/o un representante debidamente autorizado, y el personal del Distrito presenten información relevante a la queja;
2. Obtiene información relevante de otras personas o testigos que puedan proporcionar evidencia;
3. Revisa los documentos relacionados;
4. Resulta en un informe de investigación escrito en inglés o en el idioma natal del demandante dentro de los 60 días a partir de la fecha que se recibió la queja escrita (a menos que el demandante acuerde por escrito extender la línea de tiempo de la investigación) incluyendo hallazgos y conclusiones para cada alegación basados en la evidencia reunida, acciones correctivas, si corresponde; y
5. Proporciona notificación de los derechos y procedimientos de apelación.

Cómo apelar:

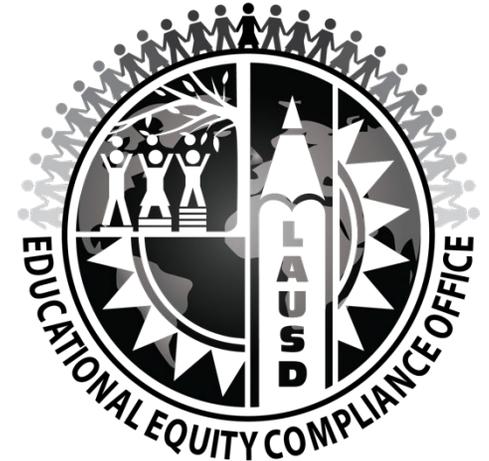
Las decisiones/hallazgos del Distrito con respecto a programas y actividades sujetas a UCP pueden ser apeladas por los demandantes ante el Estado mediante la presentación de una apelación por escrito dentro de los 30 días después de recibir el informe de investigación del Distrito. La apelación debe explicar la base para apelar la decisión, e incluir una copia de la queja original y el informe de investigación del Distrito. La apelación debe enviarse a:

Departamento de Educación de California
1430 N Street
Sacramento, CA 95814
<http://www.cde.ca.gov/re/cp/uc>

El plazo de sesenta (60) días para la investigación y respuesta del Distrito comenzará cuando se reciba la queja por escrito.

Distrito Escolar Unificado de Los Angeles

Procedimiento Uniforme para Presentar Quejas (UCP)



Oficina de Equidad Educativa y Cumplimiento

(213) 241-7682

¿Por qué este folleto?

Este es un aviso anual a todas las partes interesadas de que el Distrito tiene la responsabilidad principal de garantizar el cumplimiento de las leyes y regulaciones estatales y federales aplicables, e investigará las quejas de incumplimiento de aquellas que incluyen, entre otras, acusaciones de discriminación ilegal, acoso, intimidación o “bullying” contra cualquier grupo protegido o incumplimiento de las leyes relacionadas con todos los programas y actividades sujetos a UCP citados en este folleto. El Distrito buscará resolver las quejas de acuerdo con los procedimientos del Código de Regulaciones de California §§4600-4694 y las políticas/procedimientos del Distrito, incluyendo represalias por la participación en el proceso de UCP y/o apelaciones de decisiones del Distrito con respecto a dichas quejas.

Notificación estandarizada de derechos educativos y procesos de quejas para alumnos en cuidado de crianza, alumnos sin hogar, ex-alumnos de corte juvenil ahora inscritos en el distrito y alumnos en familias militares publicados como se especifica en los códigos de educación (EC) §§48645.7, 48853, 48853.5, 49069.5, 51225.1 y 51225.2.

Grupos protegidos bajo UCP:

Los alegatos de discriminación ilegal, acoso, intimidación o intimidación de estudiantes basadas en grupos protegidos, establecidas en el Código Penal §422.55, EC §§200, 220, y el Código de Gobierno §11135 incluyen razones, reales o percibidas, género/sexo, orientación sexual, identidad de género, expresión de género, raza o etnia, identificación étnica, ascendencia, nacionalidad, origen nacional, estado migratorio, religión, color, discapacidad mental o física, edad o sobre la base de la asociación de una persona o grupo con uno o más de estas categorías reales o percibidas, en cualquier programa o actividad que conduzca o a la que brinde asistencia significativa. Estas quejas deben presentarse dentro de los seis meses a partir de la fecha en que ocurrió el presunto incidente o la fecha en que se obtuvo el conocimiento de los hechos del presunto incidente. De lo contrario, las quejas se presentarán a más tardar un año después de la fecha de la supuesta violación.

Jurisdicción bajo UCP:

- Programas de educación para adultos (§§8500-8538, 52334.7, 52500-52617)
- Educación y seguridad después de la escuela (§§8482-8484.65)
- Educación técnica de carrera agrícola (§§52460-52462)
- Educación compensatoria (§54400)
- Programas de ayuda categórica consolidada [34 CFR §§299.10-12, §64000(a)]
- Educación de niños migrantes (§§54440-54445)
- Educación técnica y técnica profesional y programas de capacitación técnica y técnica profesional (§§52300-52462)
- Programas de cuidado y desarrollo infantil (§§ 8200-8498)
- Acto de éxito para todos los estudiantes (20 United States Code §6301 et seq.; EC §52059)
- Discriminación, acoso, intimidación u hostigamiento “bullying” de grupos protegidos identificados en §§200 y 220 y §11135 del Código de Gobierno, incluyendo cualquier característica real o percibida como se establece en §422.55 del Código Penal, o basado en la asociación de una persona con una persona o grupo con una o más de estas características reales o percibidas, en cualquier programa o actividad realizada por una institución educativa, como se define en §210.3, que es financiado directamente por, o que recibe o se beneficia de cualquier asistencia financiera del estado. (relacionado con empleado a alumno, alumno a alumno, alumno a empleado, tercero a alumno, empleado a tercero)
- Acomodaciones para alumnas embarazadas y con hijos, incluidas adaptaciones razonables para alumnos lactantes (§§46015, 222)
- Derechos educativos y de graduación de los jóvenes de crianza temporal, jóvenes sin hogar y otros jóvenes (por ejemplo, exalumnos de escuelas de tribunales de menores, alumnos de familias militares, recién llegados y estudiantes de educación migratoria) (§§48645.7, 48853, 48853.5, 49069.5, 51225.1, 51225.2)
- Tarifas de alumnos (§§49010-49013)
- Cursos de estudio sin contenido educativo (§§51228.1-51228.3)
- Minutos de instrucción de educación física (§51223)
- Plan de control local para rendir cuentas (LCAP) (§52075)
- Centros y programas ocupacionales regionales (§§52300-52334.7)
- Planes escolares para el rendimiento estudiantil (§64001)
- Consejos escolares (§65000)

- Planes de seguridad escolar (§§32280-32289)
- Escuelas preescolar estatales (§§8235-8239.1)
- Deficiencias relacionadas con problemas de salud y seguridad preescolar para un programa preescolar del estado de California de conformidad con §8235.5. Los formularios de quejas se pueden obtener en esas escuelas o en achieve.lausd.net/eeco.
- Cualquier otro programa educativo estatal/federal que el Superintendente de Instrucción Pública o designado considere apropiado

Un alumno inscrito en una escuela en el Distrito no deberá pagar una tarifa de alumno por participar en una actividad educativa. Las tarifas de los estudiantes son tarifas que se le cobran a un alumno como condición para inscribirse en la escuela o clases, o como condición para participar en una clase o actividad extracurricular, independientemente de si la clase o actividad es electiva u obligatoria o es para crédito; un depósito de seguridad, u otro pago, que se requiere de un alumno para obtener un candado, casillero, libro, aparato de clase, instrumento musical, ropa o otros materiales o equipos; una compra que un alumno debe hacer para obtener materiales, suministros, equipo o ropa asociada con una actividad educativa. Se puede presentar una queja de tarifa de alumno ante el director de una escuela, el Superintendente o su designado.

Se puede presentar una queja de manera anónima si proporciona evidencia o información que conduzca a la evidencia para respaldar una alegación de incumplimiento, incluidos tarifas de los alumnos y quejas LCAP. Se deberá presentar una queja de tarifa de alumno no más de un año después de la fecha en que ocurrió la presunta infracción.

El Distrito intentará, de buena fe, realizar esfuerzos razonables para identificar y reembolsar por completo a todos los alumnos, padres/tutores que pagaron una tarifa de alumno hasta un año anterior a la fecha de la presentación de la queja.

Si se encuentra mérito en una queja, se proporcionará una solución al alumno afectado en casos relacionados con cursos sin contenido educativo, adaptaciones razonables para un alumno lactante, educación de alumnos en cuidado de crianza, alumnos sin hogar y ex-alumnos de la corte juvenil inscrito en el distrito escolar y/o alumnos/hijos de familias militares; se debe proporcionar un remedio a todos los alumnos afectados y a los padres/tutores en casos que involucren tarifas de alumnos, minutos instructivos de educación física y/o LCAPs.

Distrito Escolar Unificado de Los Ángeles

Formulario del Procedimiento Uniforme para Presentar Quejas

Apellido del demandante _____ Nombre del demandante _____

Nombre del estudiante (si corresponde) _____ Grado _____ Fecha de nacimiento _____

Dirección _____ # Depto. _____

Ciudad _____ Estado _____ Código postal _____

Teléfono del hogar _____ Teléfono celular _____ Teléfono del trabajo _____

Dirección de correo electrónico _____

Fechas de la supuesta acusación _____ Escuela/Oficina de la supuesta acusación _____

Para acusaciones de incumplimiento, marque el programa o la actividad a la que se refiere su queja, si corresponde:

<input type="checkbox"/> Acomodaciones para alumnas embarazadas y con hijos, incluidas adaptaciones razonables para alumnos lactantes (§§46015, 222)	<input type="checkbox"/> Programas de educación para adultos (§§8500-8538, 52334.7, 52500-52617)	<input type="checkbox"/> Educación y seguridad después de la escuela (§§8482-8484.65)	<input type="checkbox"/> Educación técnica de carrera agrícola (§§52460-52462)	<input type="checkbox"/> Educación técnica y técnica profesional y programas de capacitación técnica y técnica profesional (§§52300-52462)
<input type="checkbox"/> Programas de cuidado y desarrollo Infantil (§§ 8200-8498)	<input type="checkbox"/> Educación compensatoria (§54400)	<input type="checkbox"/> Programas de ayuda categórica consolidada [34 CFR §§299.10-12, §64000(a)]	<input type="checkbox"/> Cursos de estudio sin contenido educativo (§§51228.1-51228.3)	<input type="checkbox"/> Derechos educativos y de graduación de los jóvenes de crianza temporal, jóvenes sin hogar y otros jóvenes (por ejemplo, exalumnos de escuelas de tribunales de menores, alumnos de familias militares, recién llegados y estudiantes de educación migratoria) (§§48645.7, 48853, 48853.5, 49069.5, 51225.1, 51225.2)
<input type="checkbox"/> Acto de éxito para todos los estudiantes (20 United States Code §6301 et seq.; EC §52059)	<input type="checkbox"/> Plan de control local para rendir cuentas (LCAP) (§52075)	<input type="checkbox"/> Educación de niños migrantes (§§54440-54445)	<input type="checkbox"/> Minutos de instrucción de educación física (§51223)	<input type="checkbox"/> Tarifas de alumnos (§§49010-49013)
<input type="checkbox"/> Centros y programas ocupacionales regionales (§§52300-52334.7)	<input type="checkbox"/> Planes escolares para el rendimiento estudiantil (§64001)	<input type="checkbox"/> Planes de seguridad Escolar (§§32280-32289)	<input type="checkbox"/> Consejos escolares (§65000)	<input type="checkbox"/> Escuelas preescolar estatales (§§8235-8239.1)
<input type="checkbox"/> Deficiencias relacionadas con problemas de salud y seguridad preescolar para un programa preescolar del estado de California de conformidad con §8235.5. Los formularios de quejas se pueden obtener en esas escuelas o en el sitio web achieve.lausd.net/eeco .			<input type="checkbox"/> Cualquier otro programa educativo estatal/federal que el Superintendente de Instrucción Pública o designado considere apropiado	

Para quejas sobre discriminación, acoso, intimidación o “bullying” (empleado a estudiante, estudiante a estudiante, estudiante a empleado, y terceros a estudiantes), presentadas no más de seis meses después de la fecha en que ocurrió o cuando se obtuvo el conocimiento que ocurrió, por favor marque cuál de las características protegidas reales o percibidas en la cual se basó la supuesta conducta:

<input type="checkbox"/> Sexo	<input type="checkbox"/> Orientación sexual	<input type="checkbox"/> Género
<input type="checkbox"/> Identidad de género	<input type="checkbox"/> Expresión de género	<input type="checkbox"/> Ascendencia
<input type="checkbox"/> Identificación con grupos étnicos	<input type="checkbox"/> Raza o grupo étnico	<input type="checkbox"/> Religión
<input type="checkbox"/> Nacionalidad	<input type="checkbox"/> Origen nacional	<input type="checkbox"/> Estado de inmigración
<input type="checkbox"/> Color	<input type="checkbox"/> Discapacidad mental o física	<input type="checkbox"/> Alumna lactante <input type="checkbox"/> Edad
<input type="checkbox"/> Asociación con una persona o grupo con uno o más de las categorías reales o percibidas enumeradas anteriormente		

Para quejas sobre intimidación o “bullying” que no se basen en esas características protegidas de la lista que consta más arriba, y otras quejas no enumeradas en este formulario, por favor comuníquese con el administrador de su escuela a cargo del Título IX/intimidación, el director de la escuela o el administrador de operaciones de su Distrito Local. Para las quejas de discriminación o acoso de empleado a empleado y estudiante a empleado, puede contactar a la oficina de “Equal Opportunity Section” al 213-241-7685.

