

ORANGE COUNTY DEPARTMENT OF EDUCATION  
Costa Mesa, California

SUPERINTENDENT’S POLICY PROCEDURE

UNIFORM COMPLAINT PROCEDURES

500-5

**Uniform Complaint Procedure**

The Orange County Department of Education (OCDE or Department) recognizes that OCDE has the primary responsibility to ensure compliance with applicable state and federal laws and regulations governing educational programs. OCDE encourages the early, informal resolution of complaints whenever possible and appropriate. To resolve complaints which cannot be resolved through such informal process, OCDE adopts the uniform system of complaint processes specified in 5 CCR sections 4600-4670. This procedure applies to the filing, investigation, and resolution of a complaint regarding an alleged violation by the Orange County Department of Education (OCDE) of federal or state law or regulations governing educational programs, including allegations of unlawful discrimination, harassment, intimidation and bullying.

I. Scope of Complaint Procedure

OCDE’s uniform complaint procedures (UCP) shall be used to investigate and resolve the following complaints:

Any complaint alleging district violation of applicable state or federal law or regulations governing adult education programs, consolidated categorical aid programs, migrant education, career technical and technical education and training programs including regional occupational programs, child care and development programs, child nutrition programs, After School Education and Safety; Agricultural Vocational Education; American Indian Education Centers and Early Childhood Education Program Assessments; Bilingual Education; California Peer Assistance and Review Programs for Teachers; Compensatory Education; Economic Impact Aid; Every Student Succeeds Act / No Child Left Behind; School Safety Plans; State Preschool; and Tobacco - Use Prevention Education and special education programs.

1. Any complaint alleging the occurrence of unlawful discrimination (such as discriminatory harassment, intimidation, or bullying) against any person in district programs and activities, including, but not limited to, those programs or activities funded directly by or that receive or benefit from any state financial assistance, based on the person's actual or perceived characteristics of race or ethnicity, color, ancestry, nationality, national origin, ethnic group identification, age, religion, marital or parental status, physical or mental disability, 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 his/her association with a person or group with one or more of these actual or perceived characteristics.
2. Any complaint alleging OCDE noncompliance with the requirement to provide reasonable accommodation to a lactating student on school campus to express breast milk, breastfeed an infant child, or address other breastfeeding-related

needs of the student.

3. Any complaint alleging OCDE noncompliance with the prohibition against requiring students to pay fees, deposits, or other charges for participation in educational activities. Such a complaint may be filed with the principal, the County Superintendent/designee, or the Uniform Complaint Officer/designee.
4. Any complaint alleging OCDE noncompliance with legal requirements related to the implementation of the local control and accountability plan.
5. Any complaint, by or on behalf of any student who is a foster youth, alleging OCDE noncompliance with any legal requirement applicable to the student regarding placement decisions, the responsibilities of OCDE's educational liaison to the student, the award of credit for coursework satisfactorily completed in another school or district, school transfer, or the grant of an exemption from local graduation requirements.
6. Any complaint, by or on behalf of a homeless student as defined in 42 USC 11434a, alleging OCDE noncompliance with any requirement applicable to the student regarding the award of credit for coursework satisfactorily completed in another school or district or the grant of an exemption from local graduation requirements.
7. Any complaint, by or on behalf of a former juvenile court school pupil, as noted in Education Code sections 48645.3, 48645.5, 48647, 51225.1, and 51225.2, alleging OCDE noncompliance with any requirement applicable to the student regarding the award of credit for coursework satisfactorily completed in another school or district or the grant of an exemption from local graduation requirements.
8. Any complaint alleging OCDE noncompliance with the requirements of Education Code 51228.1 and 51228.2 that prohibit the assignment of a student to a course without educational content for more than one week in any semester or to a course the student has previously satisfactorily completed, without meeting specified conditions.
9. Any complaint alleging OCDE noncompliance with the physical education instructional minutes requirement for students in elementary school.
10. Any complaint alleging OCDE noncompliance with the requirement to provide certificated school site employees who serve pupils in any of grades 7 to 12 information on existing school site and community resources related to the support of lesbian, gay, bisexual, transgender, and questioning (LGBTQ) pupils or related to the support of pupils who may face bias or bullying on the basis of religious affiliation, or perceived religious affiliation.
11. 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.
12. Any other complaint as specified in an OCDE policy procedure or regulation.

## II. Retaliation: Confidentiality

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

## III. Non-UCP Complaints

When an allegation that is not subject to the UCP is included in a UCP complaint, OCDE 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 OCDE's UCP.

The following complaints shall not be subject to OCDE's UCP but shall be referred to the specified agency: (5 CCR 4611)

1. Any complaint alleging child abuse or neglect shall be referred to the County Department of Social Services, the County Protective Services Division, and the appropriate law enforcement agency.
2. Any complaint alleging health and safety violations by a child development program shall, for licensed facilities, be referred to Department of Social Services and shall, for licensing-exempt facilities, be referred to the appropriate Child Development regional administrator.
3. Any complaint alleging employment discrimination shall be sent to the California Department of Fair Employment and Housing and the compliance officer shall notify the complainant by first class mail of the transfer.
4. Any complaint alleging fraud shall be referred to the California Department of Education.

## IV. Complaint Officer

The Associate Superintendent, Administrative Services, is designated as the Uniform Complaint Officer. The Uniform Complaint Officer shall be responsible for receiving complaints of unlawful discrimination, investigating complaints, and for ensuring that the Department complies with the provisions of this procedure. The Uniform Complaint Officer shall be knowledgeable about the laws and programs he or she is assigned to investigate. The Superintendent or designee shall provide training to OCDE staff to ensure awareness and knowledge of current law and related requirements, including the steps and timelines specified in this policy and the accompanying administrative regulation.

OCDE designates the individual(s) identified below as the employee(s) responsible for coordinating OCDE's response to complaints and for complying with state and federal civil rights laws. The individual(s) also serve as the compliance officer(s) specified in AR 5145.3 -

Nondiscrimination/Harassment as the responsible employee to handle complaints regarding sex discrimination. The individual(s) shall receive and coordinate the investigation of complaints and shall ensure district compliance with law.

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

In no instance shall a compliance officer be assigned to a complaint in which he/she has a bias or conflict of interest that would prohibit him/her from fairly investigating or resolving the complaint. Any complaint against or implicating a compliance officer may be filed with the Superintendent or designee.

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 include current state and federal laws and regulations governing the program, applicable processes for investigating and resolving complaints, including those involving alleged unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), applicable standards for reaching decisions on complaints, and appropriate corrective measures. Assigned employees may have access to legal counsel as determined by the Superintendent or designee.

The compliance officer or, if necessary, any appropriate administrator shall determine whether interim measures are necessary during and pending the result of an investigation. If interim measures are determined to be necessary, the compliance officer or the administrator shall consult with the Superintendent, the Superintendent's designee, or, if appropriate, the site principal to implement, if possible, one or more interim measures. The interim measures may remain in place until the compliance officer determines that they are no longer necessary or until OCDE issues its final written decision, whichever occurs first.

## V. Filing a Complaint

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

All complaints shall be filed in accordance with the following:

1. A written complaint alleging district violation of applicable state or federal law or regulations governing adult education programs, consolidated categorical aid programs, migrant education, career technical and technical education and training programs, child care and development programs, child nutrition programs, and special education programs may be filed by any individual, public agency, or organization.

2. Any complaint alleging noncompliance with law regarding the prohibition against requiring students to pay 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. However, any such complaint shall be filed no later than one year from the date the alleged violation occurred
3. A complaint alleging unlawful discrimination (such as discriminatory harassment, intimidation, or bullying) may be filed only by a person who alleges that he/she personally suffered the unlawful discrimination or by a person who believes that an individual or any specific class of individuals has been subjected to it. The complaint shall be initiated no later than six months from the date when the alleged unlawful discrimination occurred, or six months from the date when 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.
4. When a complaint alleging unlawful discrimination (such as discriminatory harassment, intimidation, or bullying) is filed anonymously, the compliance officer shall pursue an investigation or other response as appropriate, depending on the specificity and reliability of the information provided and the seriousness of the allegation.
5. When the complainant or alleged victim of unlawful discrimination (such as discriminatory harassment, intimidation, or bullying) requests confidentiality, the compliance officer shall inform him/her that the request may limit OCDE's ability to investigate the conduct or take other necessary action. When honoring a request for confidentiality, OCDE shall nevertheless take all reasonable steps to investigate and resolve/respond to the complaint consistent with the request.
6. If a complainant is unable to put a complaint in writing due to conditions such as a disability or illiteracy, district staff shall assist him/her in the filing of the complaint.

#### VI. Department Investigation

Within 60 days from receipt of the complaint, the Uniform Complaint Officer shall complete an investigation of the complaint and prepare a written Department Decision. This time may be extended by written agreement of the complainant.

The investigation shall provide an opportunity for the complainant, or the complainant's representative, or both, and Department representatives to present information relevant to the complaint. The investigation may include an opportunity for the parties to the dispute to meet to discuss the complaint or to question each other or each other's witnesses.

After the compliance officer receives the complaint, the compliance officer shall promptly begin an investigation into the complaint. The compliance officer shall provide the complainant and/or his/her representative with the opportunity to present the information contained in the complaint to the compliance officer and shall notify the complainant and/or his/her representative of the opportunity to present the compliance officer with any evidence or information to support the allegations in the complaint.

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. He/she 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. To investigate a complaint alleging retaliation or unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), the compliance officer shall interview the alleged victim(s), any alleged offenders, and other relevant witnesses privately, separately, and in a confidential manner. As necessary, additional staff or legal counsel may conduct or support the investigation. In his/her investigation, the compliance officer should consider all relevant circumstances, such as how the misconduct affected one or more students' education; the type, frequency, and duration of the misconduct; the identity, age, and sex of the individuals involved in and impacted by the conduct and the relationship between them; the number of persons engaged in the conduct and at whom the conduct was directed; the size of the school, location of the incidents, and context in which they occurred; and other incidents at the school involving different individuals

A complainant's refusal to provide OCDE's investigator with documents or other evidence related to the allegations in the complaint, failure or refusal to cooperate in the investigation, or engagement in any other obstruction of the investigation may result in the dismissal of the complaint because of a lack of evidence to support the allegation.

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

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

In addition, if OCDE finds merit in a pupil fees, LCAP, and/or a Course Period without Educational Content complaint, the school or OCDE shall provide a remedy. Specifically, in Course Period without Educational Content complaints the remedy shall go to the affected pupil. In LCAP and pupil fee complaints, the remedy shall go to all affected pupils, parents and guardians, which in the case of pupil fees, also includes reasonable efforts by the school or OCDE to ensure full reimbursement to all affected pupils, parents and guardians subject to procedures established through regulations adopted by the state board. For pupil fee complaints, OCDE will attempt in good faith by engaging in reasonable efforts to identify and fully reimburse all pupils, parents and guardians who paid a pupil fee within one year prior to the filing of the complaint.

## Report of Findings

Unless extended by written agreement with the complainant, the compliance officer shall prepare and send to the complainant a written report within 60 calendar days of OCDE's receipt of the complaint.

The Department Decision shall be in writing and sent to the complainant within 60 calendar days from receipt of the complaint by the Uniform Complaint Officer. The Decision shall be written in English and in the language of the complainant. The Decision shall contain the following:

1. Findings of fact based on the evidence gathered;
2. Conclusions of law;
3. A disposition of the complaint;
4. The rationale for such disposition;
5. Corrective actions, if any are warranted;
6. Notice of the complainant's right to appeal the decision to the California Department of Education; and
7. The procedures to be followed for initiating an appeal to the California Department of Education.

## VII. Appeal to California Department of Education and Civil Law Remedies

Any complainant(s) dissatisfied with the Department's final written decision may file a written appeal with the California Department of Education within 15 days of receiving the Department Decision. The complainant shall specify the basis for the appeal of the decision and whether the facts are incorrect and/or the law has been misapplied. The appeal shall be accompanied by a copy of the locally filed complaint and a copy of OCDE's decision.

The appeal shall include:

1. A copy of the complaint, and
2. A copy of the Department Decision

Upon notification by the California Department of Education that the Department Decision has been appealed, the Uniform Complaint Officer shall forward the following to the California Department of Education:

1. The copy of the original complaint
2. A copy of the Department Decision
3. A summary of the nature and extent of the investigation conducted by the Department, if not covered in the Decision
4. A copy of the investigation file including, but not limited to, all notes, interviews, and documents submitted by the parties and gathered by the investigator
5. A report of any action taken to resolve the complaint
6. A copy of the Uniform Complaint Procedures, and
7. Such other relevant information requested by the CDE.

## VIII. Annual Notification

### Notifications

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

The Superintendent or designee shall annually provide written notification of OCDE's UCP, including information regarding unlawful student fees, local control and accountability plan (LCAP) requirements, and requirements related to the educational rights of foster youth and homeless students, to students, employees, parents/guardians, OCDE advisory committee, school advisory committees, appropriate private school officials or representatives, and other interested parties.

The annual notification and complete contact information of the compliance officer(s) may be posted on the OCDE web site and, if available, provided through OCDE-supported social media.

The Superintendent or designee shall ensure that all students and parents/guardians, including students and parents/guardians with limited English proficiency, have access to the relevant information provided in OCDE's policy, procedures, 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, OCDE's policy, regulation, forms, and notices concerning the UCP shall be translated into that language, in accordance with Education Code 234.1 and 48985. In all other instances, OCDE shall ensure meaningful access to all relevant UCP information for parents/guardians with limited English proficiency.

The notice shall:

1. Identify the person(s), position(s), or unit(s) responsible for receiving complaints
2. Advise the complainant of any civil law remedies that may be available to him/her under state or federal antidiscrimination laws, if applicable
3. Advise the complainant of the appeal process, including, if applicable, the complainant's right to take a complaint directly to the California Department of Education (CDE) or to pursue remedies before civil courts or other public agencies, such as the U.S. Department of Education's Office for Civil Rights (OCR) in cases involving unlawful discrimination (such as discriminatory harassment, intimidation, or bullying).
4. Include the following statements and information:
  - a. OCDE has the primary responsibility to ensure compliance with applicable state and federal laws and regulations governing educational programs.
  - b. Describe the scope of the complaint procedures.
  - c. The complaint review shall be completed within 60 calendar days from the date of receipt of the complaint unless the complainant agrees in



writing to an extension of the timeline.

- d. A complaint alleging retaliation or unlawful discrimination (such as discriminatory harassment, intimidation, or bullying) must be filed not later than six months from the date it occurred, or six months from the date 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.
- e. The complainant has a right to appeal OCDE's decision to the CDE by filing a written appeal within 15 calendar days of receiving OCDE's decision. In addition, for complaints alleging unlawful discrimination based on state law (such as discriminatory harassment, intimidation, and bullying), the decision shall also include a notice to the complainant that:
  - 1. He/she may pursue available civil law remedies outside of OCDE's complaint procedures, including seeking assistance from mediation centers or public/private interest attorneys, 60 calendar days after the filing of an appeal with the CDE.
  - 2. The 60 days moratorium does not apply to complaints seeking injunctive relief in state courts or to discrimination complaints based on federal law.
  - 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](http://www.ed.gov/ocr) within 180 days of the alleged discrimination.
- f. The appeal to the CDE must include a copy of the complaint filed with OCDE and a copy of OCDE's decision.
- g. Copies of OCDE's UCP policies and procedures are available free of charge.

## IX. Civil Law Remedies

Civil law remedies may be available under state or federal discrimination, harassment, intimidation, or bullying laws. Complainants are not required to exhaust the OCDE Uniform Complaint Procedure prior to pursuing civil law remedies. Civil law remedies include, but are not necessarily limited to, injunctions, restraining orders, or other remedies or orders arising from legal and equitable actions filed in California and federal courts. For complaints alleging unlawful discrimination based on state law (such as discriminatory harassment, intimidation, and bullying), a complainant may do the following:

- 1. He/she may pursue available civil law remedies outside of OCDE's complaint procedures, including seeking assistance from mediation centers or public/private interest attorneys, 60 calendar days after the filing of an appeal with the CDE.

2. The 60 days moratorium does not apply to complaints seeking injunctive relief in state courts or to discrimination complaints based on federal law.
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](http://www.ed.gov/ocr) within 180 days of the alleged discrimination.

Assistance with the above civil law remedies may be obtained from various sources, including the following:

Private legal counsel

Legal assistance agencies, such as:

Legal Aid Society of Orange County (714.571.5200)

Legal Center of Hermandad Mexicana (714.541.0250)

### **Williams Complaint Procedure**

This procedure applies to the filing, investigation, and resolution of a complaint regarding allegations related to the settlement and implementation of the Williams lawsuit against the State of California.

#### **I. Scope of Complaint Procedure**

This procedure applies to the investigation and resolution of complaints when the complainant alleges that any of the following has occurred:

1. Textbooks and Instructional Materials
  - a) A pupil, including an English learner, does not have standards-aligned textbooks or instructional materials or state- or Department-adopted textbooks or other required instructional materials to use in class.
  - b) A pupil does not have access to textbooks or instructional materials to use at home or after school.
  - c) Textbooks or instructional materials are in poor or unusable condition, have missing pages, or are unreadable due to damage.
  - d) A pupil was provided photocopied sheets from only a portion of a textbook or instructional materials to address a shortage of textbooks or instructional materials.
2. Teacher Vacancy or Misassignment
  - a) A semester begins and a teacher vacancy exists.

- b) A teacher who lacks credentials or training to teach English learners is assigned to teach a class with more than 20 percent English learner pupils in the class.
- c) A teacher is assigned to teach a class for which the teacher lacks subject matter competency.

“Teacher vacancy” means a position to which a single designated certificated employee has not been assigned at the beginning of the year for an entire year or, if the position is for a one-semester course, a position to which a single designated certificated employee has not been assigned at the beginning of the semester for an entire semester.

“Beginning of the year or semester” means the first day classes necessary to serve all the pupils enrolled are established with a single designated certificated employee assigned for the duration of the class, but not later than 20 working days after the first day pupils attend classes for that semester.

“Misassignment” means the placement of a certificated employee in a teaching or services position for which the employee does not hold a legally recognized certificate or credential or the placement of a certificated employee in a teaching or services position that the employee is not otherwise authorized by statute to hold.

### 3. Facilities

- a) A condition poses an emergency or urgent threat to the health or safety of pupils or staff.

“Emergency or urgent threat” means structures or systems that are in a condition that poses a threat to the health and safety of pupils or staff while at school, including, but not limited to, gas leaks; nonfunctioning heating, ventilation, fire sprinklers, or air-conditioning systems; electrical power failure; major sewer stoppage; major pest or vermin infestation; broken windows or exterior doors or gates that will not lock and that pose a security risk; abatement of hazardous materials previously undiscovered that pose an immediate threat to pupils or staff; or structural damage creating a hazardous or uninhabitable condition.

- b) A school restroom has not been cleaned, maintained, or kept open in accordance with Education Code section 35292.5.

“Clean or maintained school restroom” means a school restroom has been cleaned or maintained regularly, is fully operational, or has been stocked at all times with toilet paper, soap, and paper towels or functional hand dryers.

“Open restroom” means, except as necessary for pupil safety or to make repairs, the school has kept all restrooms open during school hours when

pupils are not in classes and has kept a sufficient number of restrooms open during school hours when pupils are in classes.

## II. Filing of Complaint

A complaint alleging any condition(s) specified in items #1-3 above shall be filed with the principal/program administrator or designee at the school in which the complaint arises. The principal/program administrator or designee shall forward a complaint about problems beyond his/her authority to the Superintendent or designee in a timely manner, but not to exceed 10 working days. Each school shall have a complaint form available for such complaints.

## III. Investigation and Response

The principal/program administrator or the designee of the Superintendent, as applicable, shall make all reasonable efforts to investigate any problem within his/her authority. He/she shall remedy a valid complaint within a reasonable time period not to exceed 30 working days from the date the complaint was received.

Complaints may be filed anonymously. If the complainant has indicated on the complaint form that he/she would like a response to the complaint, the principal/program administrator or the designee of the Superintendent, as applicable, shall report the resolution of the complaint to him/her within 45 working days of the initial filing of the complaint. If a response is requested, the response shall be made to the mailing address of the complainant as indicated on the complaint form. At the same time, the principal/program administrator or designee shall report the same information to the Superintendent or designee.

When Education Code section 48985 is applicable and the complainant has requested a response, the response shall be written in English and in the primary language in which the complaint was filed.

If a complainant is not satisfied with the resolution of a complaint, he/she has the right to describe the complaint to the Board of Education at a regularly scheduled meeting.

For any complaint concerning a facilities condition that poses an emergency or urgent threat to the health or safety of pupils or staff as described in item #3a above, a complainant who is not satisfied with the resolution proffered by the principal/program administrator or Superintendent or designee may file an appeal to the Superintendent of Public Instruction within 15 days of receiving the Department's response. The complainant shall comply with the appeal requirements specified in Title 5 CCR 4632.

All complaints and written responses shall be public records.

## IV. Reports

The Superintendent or designee shall report summarized data on the nature and resolution of all complaints to the County Board of Education on a quarterly basis. The report shall include the number of complaints by general subject area with the number of resolved and unresolved

complaints. These summaries shall be publicly reported on a quarterly basis at a regularly scheduled Board meeting.

#### V. Forms and Notices

The Superintendent or designee shall ensure that the Department's complaint form is available at each school, contains a space to indicate whether the complainant desires a response to his/her complaint and specifies the location for filing a complaint. A complainant may add as much text to explain the complaint as he/she wishes. However, complainants need not use the Department's Williams complaint form in order to file a complaint.

The Superintendent or designee shall ensure that a notice is posted in each classroom in each school containing the components specified in Education Code section 35186.

#### Legal References:

##### EDUCATION CODE

200-262.4 Prohibition of discrimination  
222 Reasonable accommodations; lactating students  
8200-8498 Child care and development programs  
8500-8538 Adult basic education  
18100-18203 School libraries  
32289 School safety plan, uniform complaint procedures  
35186 Williams uniform complaint procedures  
48645.3, 48645.5, 48647 Juvenile Court Schools  
48853-48853.5 Foster youth  
48985 Notices in language other than English  
49010-49013 Student fees  
49060-49079 Student records  
49069.5 Rights of parents  
49490-49590 Child nutrition programs  
51210 Courses of study grades 1-6  
51223 Physical education, elementary schools  
51225.1-51225.2 Foster youth, homeless children, former juvenile court school pupils; course credits; graduation requirements  
51228.1-51228.3 Course periods without educational content  
52060-52077 Local control and accountability plan, especially  
52075 Complaint for lack of compliance with local control and accountability plan requirements  
52160-52178 Bilingual education programs  
52300-52490 Career technical education  
52500-52616.24 Adult schools  
52800-52870 School-based program coordination  
54400-54425 Compensatory education programs  
54440-54445 Migrant education  
54460-54529 Compensatory education programs  
56000-56867 Special education programs  
59000-59300 Special schools and centers  
64000-64001 Consolidated application process

##### GOVERNMENT CODE

11135 Nondiscrimination in programs or activities funded by state

12900-12996 Fair Employment and Housing Act  
PENAL CODE  
422.55 Hate crime; definition  
422.6 Interference with constitutional right or privilege  
CODE OF REGULATIONS, TITLE 5  
3080 Application of section  
4600-4687 Uniform complaint procedures  
4900-4965 Nondiscrimination in elementary and secondary education programs  
UNITED STATES CODE, TITLE 20  
1221 Application of laws  
1232g Family Educational Rights and Privacy Act  
1681-1688 Title IX of the Education Amendments of 1972  
6301-6577 Title I basic programs  
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  
12101-12213 Title II equal opportunity for individuals with disabilities  
UNITED STATES CODE, TITLE 29  
794 Section 504 of Rehabilitation Act of 1973  
UNITED STATES CODE, TITLE 42  
2000d-2000e-17 Title VI and Title VII Civil Rights Act of 1964, as amended  
2000h-2-2000h-6 Title IX of the Civil Rights Act of 1964  
6101-6107 Age Discrimination Act of 1975  
CODE OF FEDERAL REGULATIONS, TITLE 28  
35.107 Nondiscrimination on basis of disability; complaints  
CODE OF FEDERAL REGULATIONS, TITLE 34  
99.1-99.67 Family Educational Rights and Privacy Act  
100.3 Prohibition of discrimination on basis of race, color or national origin  
104.7 Designation of responsible employee for Section 504  
106.8 Designation of responsible employee for Title IX  
106.9 Notification of nondiscrimination on basis of sex  
110.25 Notification of nondiscrimination on the basis of age

Revised: 01/12

Revised: 09/12

Revised: 7/16

Revised: 1/17