

Palo Alto Unified School District
Log of Uniform Complaint Procedures (UCP) Complaints 2016-17

Log is updated as information is received. This version is updated as of October 23, 2017.

For more information on the UPC, including on how to file a complaint, please see <https://www.pausd.org/about/complaint-policies-procedures>

Matters newly resolved or added since last log are in bold.

A tabulation of new and open matters is provided at the end of document.

School Year	Date Filed	UCP #	Complaint	School	Resolution	Compliance Officer	Notification of Resolution Date
2016-17	8/18/16	20174*	Harassment based on a protected class Title IX	Gunn	Investigation complete	Holly Wade Dora Dome	11/7/16
2016-17	9/7/16	20175*	Harassment based on a protected class Title IX	Gunn	Investigation complete	Holly Wade Dora Dome	11/7/16
2016-17	9/12/16	20176*	Choice lottery system is creating a lack of diversity of student population	Hoover	Investigation complete	Holly Wade Dora Dome	10/14/16
2016-17	11/2/16	20177*	Harassment based on a protected class (race/ethnicity)	Gunn	Investigation complete	Holly Wade Dora Dome	1/3/17 Eng Report Mailed 1/4/17 Span rep mailed 1/9/17
2016-17	11/7/16	20178*	Harassment based on a protected class (race/ethnicity)	Gunn	Investigation complete	Holly Wade Dora Dome	1/3/17 Eng Report Mailed 1/4/17 Span rep mailed 1/9/17
2016-17	11/9/16	20179	Harassment based on a protected class (disability)	Jordan	Investigation complete	Holly Wade Scott Bowers	3/2/17
2016-17	11/9/16	20180	Harassment based on a protected class (race/ethnicity)	Paly	Parent meeting held 12/14. Remedies discussed/offered.	Kim Diorio	9/7/17 notification sent.

*Complaint filed under Uniform Complaint Procedures, A.R. 1312.3.

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					Follow up steps defined. Identity Safety plan to be put in place. Complaint resolved.		
2016-17	11/22/16	20181	Harassment based on a protected class (disability)	Gunn	Parent informed via email that they intend to file a UCP. No complaint received.	Interim Compliance Officer	Closure letter sent 9/14/17
2016-17	12/1/16	20182	Harassment based on a protected class (disability)	Jordan	Investigation complete Parent notified	Law offices of Amy Oppenheimer	2/28/17
2016-17	12/5/16	20183	Harassment based on a protected class Title IX	Terman	Investigation is ongoing	Law offices of Amy Oppenheimer	
2016-17	12/15/16	20184*	Harassment based on a protected class (disability)	Walter Hays	Parent Withdrew complaint via email	Holly Wade	12/19/16
2016-17	1/18/17	20185*	Title IX Harassment	Barron Park	Investigation complete Parent notified	Holly Wade	3/9/17
2016/1 7	1/30/17	20186	Title IX	Paly	Anonymous District Initiated – Memo to file	Holly Wade Law offices of Amy Oppenheimer	3/21/17 updated 5/16/17
2016/1 7	3/3/17	20187*	Disability based discrimination	Hoover	Investigation initiated	Law offices of Amy Oppenheimer	

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					ongoing, interviews complete		
2016/17	3/3/17 Complaint received 3/14/17	20188*	Harassment based on a protected class – disability.	Fairmeadow	Partially substantiated, partially unsubstantiated. Remedies offered.	Holly Wade	5/25/17 Parent notification sent
2016-17	10/11/16		Title IX: Obscene act profanity and vulgarity	Paly	Site level Investigation based on evidence was logged in IC, did not rise to Title IX 3/24/17 Memo to file	Holly Wade	3/24/17
2016-17	a)3/31/17 b)3/30/17	20189*	Title IX sexual assault.	a) Paly off-campus b) Paly on-campus. ¹	a)_ Investigation complete. Sexual assault off-campus substantiated. Responsive on-campus steps initiated. b) Investigation complete. Sexual assault on campus not substantiated.	a) Law offices of Amy Oppenheimer b) Same	a) 7/17/17 Outcome letters sent b) 8/30/17 Outcome letters sent

¹ Note for 8/31/17 log from Interim Compliance Officer: I just discovered that two separate matters had been filed under the same UCP number. I have designated them a & b, and added information on the second matter, which was just closed. a & b are counted in the tally as separate matters.

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2016-17	3/16/17	20190*	Disagreement with FAPE	Fairmeadow	District Responded – Referred to IEP Team	Lissette Moore-Guerra	4/18/17 Parent notification sent
2016-17	4/27/17	20191*	Mental and Emotional abuse	Jordan	UCP received, parent meeting referred back to site bullying policy for follow up. UCP closed	Holly Wade	5/5/17 Parent notification letter to file
2016-17	5/4/17	20192*	Gender, age discrimination (Title IX, Age Discrimination Act)– Staff	Paly	UCP received, interviews held, discrimination not found	Scott Bowers	6/29/17 outcome letter sent to complainant
2016-17	5/4/17	20193	Title IX-allegation between student/staff (harassment; unwanted touching)	Gunn	Site level investigation, follow up, corrective actions.	Scott Bowers	Site MEMO to staff 5/3/17
2016-17	11/2015 Review initiated	20194	Title IX – sexual assault	Paly	To be reviewed under OCR resolution agreement	Cozen O’Connor	
2016-17	2015	20195	Title IX – unwanted touching	Paly off campus	District initiated investigation. Investigation closed at request of potential complainant.	Interim Compliance Officer	Closure letter sent 8/29/17
2016-17	5/20/16	20196	Title IX – Sexual assault	Paly off campus	District Initiated Investigation.	Lisa Buehler	Outcome letters sent 8/10/17

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	reported 5/11/17				Completed. Off campus sexual assault substantiated. Responsive on-campus steps initiated.		
2016-17	5/22/17	20197	Title IX Allegations of sexual harassment	Paly	Parents contacted offered UCP. Not filed. Investigation completed. Sexual harassment not substantiated.	Interim Compliance Officer/site	Outcome letters sent 8/28/17
2016-17	5/18/17	20198	Title IX (physical), allegations of multiple sexual assaults	Paly off campus	Investigation complete. All allegations unsubstantiated.	Interim Compliance Officer/site	Outcome letter sent 8/10/17

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2016-17	10/20/15 Reported 5/18/17	20199	Title IX, anonymous complaint, UCP offered.	Paly off campus	Closed at request of complainant; no finding.	Interim Compliance Officer	8/18/17 notification sent.
2016-17	8/2016 reported 5/14/17	20200	Title IX, sexual assault. Complainant requests to remain confidential and does not name respondent.	Paly off campus	PAPD notified, interviewed complainant, parent contacted, teachers emailed at complainant request, UCP offered. Not filed. Investigation closed.	Interim Compliance Officer/site	7/27/17 parent notification sent
2016-17	Fall 2016 Reported May 2017	20201	Title IX, Sexual harassment Staff/Student Complainant requests to remain confidential.	Paly	UCP Offered. None filed. Staff member interviewed and counseled, without naming complainant at complainant's request. No findings possible due to limit on investigation.	Interim Compliance Officer/site	Closure letters delivered 8/28/17 and 8/29/17.
2016-17	Reported 5/10/17	20202	Title IX sexual harassment – unwanted touching.	Paly	Investigation site level, remedies provided. Parents contacted UCP offered, parent declined.	Interim Compliance Officer/site	9/14/17 Parent notification sent.

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2016-17	Reported 5/17/17	20203	Nonspecific allegations of sexual misconduct reported by third party, Title IX.	Paly off campus	Parent informed of third-party report, UCP offered. Parent declined, disputed report and did not make child available. Investigation closed.	Interim Compliance Officer	7/27/17 parent notification sent
2016-17	Reported 5/17	20204	Title IX sexual harassment allegations	Paly	District interviewed eight students identified by school as potential complainants and followed up with parents. UCP offered, no complaints filed. District determined no further action needed.	Interim Compliance Officer	5/26/17 to 5/31/17²
2016-17	Reported 5/23/17	20205	Report of sexual harassment revealed through open Title IX investigation	Terman, on and off campus.	Investigation ongoing.	Law offices of Amy Oppenheimer	

² Note for log of 10/19/17: Closure letters sent to parents in May have just been filed with the Interim Compliance Officer.

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2016-17	5/20/17 reported 5/25/17	20206	Title IX sexual assault	Paly off campus	Parent declined UCP. Ongoing.	Interim Compliance Officer/site	
2016-17	5/26/17	20207*	Harassment based on a protected class (race/ethnicity/national origin)	Paly	Investigation, interviews held. Outcome letter sent.	Holly Wade	Parent notified 6/7/16
2016-17	5/31/17	20208	Title IX sexual harassment by employees at off- campus job.	Paly off campus	Harassment at private employer outside of school's jurisdiction or capacity to investigate, but notice was provided to employer, support measures offered to complainant, and for coming year students in work experience class considering employment there will receive information. Class already covers workplace harassment; this will	Interim Compliance Officer/site	Closure letter sent 8/31/17.

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					be reviewed and emphasized.		
2016-17	5/31/17	20209	Title IX sexual assault	Paly off campus	Site level investigation. Complainant asks that matter not be pursued. Matter closed.	Interim Compliance Officer/site	Closure letter sent 8/31/17.
2016-17	6/1/17	20210*	Discrimination based on race/ethnicity	Paly	Under investigation. On hold at parent request.	Interim Compliance Officer/site	
2016-17	Spring 2016 Reported 6/1/17	20211	Title IX – allegations nonspecific but being investigated	Paly	Investigation completed. Allegations not substantiated.	Lisa Bueller	Closure memo 8/3/11.
2016-17	Reported 5/1/17	20212	Title IX – sexual harassment (social media)	Paly	Harassment found to have occurred; responsive action taken.	Interim Compliance Officer/site	Resolution letters sent 10-4-17
2016-17	Issues arose at multiple times; presented to at meeting	20213	Rights of bilingual parents to information in a language they can understand and possible other issues, particularly bullying and special education.	Terman	Parents met with District staff 5/8/17 to present concerns regarding communication with parents and other issues. New school	Judy Argumedo, Dir. of Academic Support Programs	Notification sent 9/14/17.

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	District 5/8/17.				leadership is planning enhanced bilingual services. School and District staff to meet with each family to determine what corrective measures and supports can be put in place for each student.		
2016-17	Issue reported to District approx. May 2017. No date given for alleged incidents	20214	Title IX anonymous, general complaint of sexual harassment by teacher of students.	Gunn	Allegation to be tracked by Title IX Coordinator and Principal for identifying and addressing any patterns or systemic issues.	Interim Compliance Officer/site	Information delivered to Principal 8/1/17
2016-17	Reported 5/25/17	20215	Title IX student to staff sexual harassment.	Paly	Staff member requested no investigation. Allegations did not name or identify any student as being involved.	Site	Closure letter sent 8/28/17.

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2016-17	Incident had been ongoing; reported 6/21/17	20216	Title IX sexual harassment by employees at off-campus job.	Paly off campus	Harassment at private employer outside of school's jurisdiction or capacity to investigate, but notice was provided to employer, support measures offered to complainant, and for coming year students in work experience class considering employment there will receive information. Class already covers workplace harassment; this will be reviewed and emphasized.	Interim Compliance Officer/site	Closure letter sent 9/8/17
2016-17	Incident occurred and reported 6/23/17	20217	Title IX elementary summer program student inappropriately touched a younger child (not in PAUSD program) during a program activity.	J.L. Stanford Middle School	Investigation completed. Incident found to have occurred. Responsive measures taken with	Interim Compliance Officer/site and District staff.	Outcome letter sent 9/14/17

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					regard to both children.		
2016-17	Incident occurred and reported 6/27/17	20218	Title IX elementary student in summer program made inappropriate sexual comments to another elementary student	Barron Park Elementary School	School staff investigated. Parents of both students notified. Student who made comments given consequences and supports.	Summer school principal Jenna Segal.	Outcome letter sent 9/14/17.
2016-17	Incident occurred over time; reported 6/27/17	20219	Parent alleged teacher inappropriately reported family for possible child welfare problems	Jordan Middle School	Not substantiated.	Head of human resources Karen Hendricks	Outcome letter sent 8/11/17.
2016-17	Incidents occurred over time. Reported 7/18/17	20220	Discrimination against student based on disability by staff, previously reported.	Paly	Matter under review. Parents offered UCP.	Interim Compliance Officer	
2016-17	7/21/17 Reported 7/23/17	20221	Discrimination based on race; violation of constitutional rights and policies regarding searches	Summer School Bus Route	Investigation complete. District policy on searches violated; corrective actions identified. No finding of	Interim Compliance Officer	Letter to complainant sent 8/25/17

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					discrimination based on race or violation of constitutional rights.		
2016-17	Summer 2017 Reported 8/7/17	16040	Title IX sexual misconduct – unwanted touching	Paly (off-campus)	Under investigation.	School site	
2016-17	Several years ago. Reported 8/9/17	16394	Racial harassment and bullying, three years prior, possibly previously reported.	Ohlone	Parent offered UCP. Matter deemed too old for meaningful investigation.	Chief Academic Officer	Notification to parent sent 8/25/17.
2016-17	8/11/17	16650	Title IX sexual harassment	Gunn	Complainant asks for no investigation and does not provide details. Matter under review. School considering corrective/supportive measures it can take without investigating.	School site	
2016-17	Occurred 11/15, 10/16 and 5/17; filed 6/2/17;	20222**	Four complaints against a District employee alleging failure to properly address	Paly.	District substantiated allegation that incidents were not properly addressed.	Cozen O'Connor, Human Resources.	10/14/17.

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	6/19/17; and 6/25/17.		incidents of sexual harassment and assault.		Responsive action taken. 11/15 matters still under review.		
2016-17	Occurred 11/15, 10/16 and 5/17. Filed 6/2/17 and 7/24/17.	20223**	Two complaints against a District employee alleging failure to properly address incidents of sexual assault and harassment.	Paly	Investigation ongoing	Cozen O'Connor, Human Resources	
2016-17.	Occurred 2010-13, 11/15, 10/16 and 5/17; filed 6/2/17; 6/15/17; 7/17/17; and 8/1/17.	20224**	Five complaints against a school employee alleging failure to properly address incidents of sexual assault.	Paly	Investigation ongoing	Cozen O'Connor, Human Resources	
2016-17.	Occurred 11/15 and 10/16; filed 6/2/17.	20225**	One complaint against a school employee alleging failure to properly address incidents of sexual assault.	Paly	Investigation ongoing	Cozen O'Connor, Human Resources	

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2016-17.	Occurred 11/15 and 10/16; filed 6/2/17 and 6/23/17.	20225**	Two complaints against a school employee alleging failure to properly address incidents of sexual assault.	Paly	Complainant withdrew complaint. Certain allegations not substantiated by District. 11/15 matters still under review.	Cozen O'Connor, Human Resources	9/27/17
2016-17.	Occurred 11/15 and 10/16; filed 6/2/17 and 6/18/17.	20226**	Two complaints against a school employee alleging failure to properly address incidents of sexual assault.	Paly	Investigation ongoing	Cozen O'Connor, Human Resources	
2016-17.	Occurred 11/15 and 10/16; filed 6/18/17.	20227**	One complaint against a school employee alleging failure to properly address incidents of sexual assault.	Paly	Investigation ongoing	Cozen O'Connor, Human Resources	
2016-17.	Occurred 11/15 and 10/16; filed 6/18/17.	20227**	One complaint against a school employee alleging failure to properly address incidents of sexual assault.	Paly	Investigation ongoing	Cozen O'Connor, Human Resources	

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Total matters last 10/5/17	New matters added	Total matters this log
53	8	61

Open matters 10/5/17	Matters closed	New matters added	Open matters this log
10	1	8	17

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