

**Regulation 1312.3: Uniform Complaint Procedures**

**Status:** DRAFT

**Original Adopted Date:** 06/07/2012 | **Last Revised Date:** 03/05/2020

Except as the Governing Board may otherwise specifically provide in other Eden Area Regional Occupational Program (Eden Area ROP) policies, these uniform complaint procedures (UCP) shall be used to investigate and resolve only the complaints specified in the accompanying Board policy.

**Compliance Officers**

The Eden Area ROP designates the individual(s), position(s), or unit(s) identified below as responsible for coordinating the Eden Area ROP's response to complaints and for complying with state and federal civil rights laws. The individual(s), position(s), or unit(s) also serve as the compliance officer(s) specified in AR 5145.3 - Nondiscrimination/Harassment responsible for handling complaints regarding unlawful discrimination, harassment, intimidation, or bullying and in AR 5145.7 - Sexual Harassment for handling complaints regarding sexual harassment. The compliance officer(s) shall receive and coordinate the investigation of complaints and shall ensure Eden Area ROP compliance with law.

Director of Educational Services \_\_\_\_\_  
(title or position)

Educational Services Department \_\_\_\_\_  
(unit or office)

26316 Hesperian Blvd. Hayward, CA 94545  
(address)

(510) 293-2903 \_\_\_\_\_  
(telephone number)

ealvite@edenrop.org \_\_\_\_\_  
(email)

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

In no instance shall a compliance officer be assigned to a complaint in which the compliance officer has a bias or conflict of interest that would prohibit the fair investigation or resolution of the complaint. Any complaint against a compliance officer or that raises a concern about the compliance officer's ability to investigate the complaint fairly and without bias shall be filed with the Superintendent or designee who shall determine how the complaint will be investigated.

The Superintendent or designee shall ensure that employees assigned to investigate and resolve complaints receive training and are knowledgeable about the laws and programs at issue in the complaints to which they are assigned. Training provided to such employees shall cover current state and federal laws and regulations governing the program; applicable processes for investigating and resolving complaints, including those alleging unlawful discrimination, harassment, intimidation, or bullying; applicable standards for reaching decisions on complaints; and appropriate corrective measures. Assigned employees may have access to legal counsel as determined by the Superintendent or designee.

The compliance officer or, if necessary, an appropriate administrator shall determine whether interim measures are necessary during an investigation and while the result is pending. If interim measures are determined to be necessary, the compliance officer or the administrator shall consult with the Superintendent or designee to implement one or more interim measures. The interim measures shall remain in place until the compliance officer determines that they are no longer necessary or until the Eden Area ROP issues its final written decision, whichever occurs first.

## Notifications

The Eden Area ROP's UCP policy and administrative regulation shall be posted at the Center, including staff lounges and student government meeting rooms. (Education Code 234.1)

In addition, the Superintendent or designee shall annually provide written notification of the Eden Area ROP's UCP to students, employees, parents/guardians of students, and other interested parties. (5 CCR 4622)

The notice shall include:

1. A statement that the Eden Area ROP is primarily responsible for compliance with federal and state laws and regulations, including those related to prohibition of unlawful discrimination, harassment, intimidation, or bullying against any protected group, and a list of all programs and activities that are subject to UCP as identified in the section "Complaints Subject to UCP" in the accompanying Board policy
2. The title of the position responsible for processing complaints, the identity of the person(s) currently occupying that position if known, and a statement that such persons will be knowledgeable about the laws and programs that they are assigned to investigate
3. A statement that a UCP complaint, except a complaint alleging unlawful discrimination, harassment, intimidation, or bullying, must be filed no later than one year from the date the alleged violation occurred
4. A statement that a UCP complaint alleging unlawful discrimination, harassment, intimidation, or bullying must be filed no later than six months from the date of the alleged conduct or the date the complainant first obtained knowledge of the facts of the alleged conduct
5. A statement that a student enrolled in a public school shall not be required to pay a fee for participation in an educational activity that constitutes an integral fundamental part of the Eden Area ROP's educational program, including curricular and extracurricular activities
6. A statement that a complaint regarding student fees or may be filed anonymously if the complainant provides evidence or information leading to evidence to support the complaint
7. A statement that complaints will be investigated in accordance with the Eden Area ROP's UCP and a written decision will be sent to the complainant within 60 days from the receipt of the complaint, unless this time period is extended by written agreement of the complainant
8. A statement that, for programs within the scope of the UCP as specified in the accompanying Board policy, the complainant has a right to appeal the Eden Area ROP's investigation report to the California Department of Education (CDE) by filing a written appeal, including a copy of the original complaint and the Eden Area ROP's decision, within 30 calendar days of receiving the Eden Area ROP's decision
9. A statement advising the complainant of any civil law remedies, including, but not limited to, injunctions, restraining orders, or other remedies or orders that may be available under state or federal laws prohibiting discrimination, harassment, intimidation, or bullying, if applicable
10. A statement that copies of the Eden Area ROP's UCP are available free of charge

The annual notification, complete contact information of the compliance officer(s), and information related to Title IX as required pursuant to Education Code 221.61 shall be posted on the Eden Area ROP web site.

The Superintendent or designee shall ensure that all students and parents/guardians, including students and parents/guardians with limited English proficiency, have access to the relevant information provided in the Eden Area ROP's policy, regulation, forms, and notices concerning the UCP.

If 15 percent or more of students enrolled speak a single primary language other than English, the Eden Area ROP's

UCP policy, regulation, forms, and notices shall be translated into that language, in accordance with Education Code 234.1 and 48985. In all other instances, the Eden Area ROP shall ensure meaningful access to all relevant UCP information for parents/guardians with limited English proficiency.

### **Filing of Complaints**

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

All complaints shall be filed in writing and signed by the complainant. If a complainant is unable to put a complaint in writing due to conditions such as a disability or illiteracy, Eden Area ROP staff shall assist in the filing of the complaint. (5 CCR 4600)

Complaints shall also be filed in accordance with the following rules, as applicable:

1. A complaint alleging Eden Area ROP violation of applicable state or federal law or regulations governing the programs specified in the accompanying Board policy may be filed by any individual, public agency, or organization. (5 CCR 4630)
2. Any complaint alleging noncompliance with law regarding the prohibition against student fees, deposits, and charges 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 Superintendent or designee.
3. A UCP complaint, except for a UCP complaint alleging unlawful discrimination, harassment, intimidation, or bullying, shall be filed no later than one year from the date the alleged violation occurred. (5 CCR 4630)
4. A complaint alleging unlawful discrimination, harassment, intimidation, or bullying may be filed only by a person who alleges having personally suffered unlawful discrimination, a person who believes that any specific class of individuals has been subjected to unlawful discrimination, or a duly authorized representative who alleges that an individual student has been subjected to discrimination, harassment, intimidation, or bullying. (5 CCR 4630)
5. A complaint alleging unlawful discrimination, harassment, intimidation, or bullying shall be initiated no later than six months from the date that the alleged unlawful discrimination occurred, or six months from the date that the complainant first obtained knowledge of the facts of the alleged unlawful discrimination. The time for filing may be extended for up to 90 days by the Superintendent or designee for good cause upon written request by the complainant setting forth the reasons for the extension. (5 CCR 4630)
6. When a complaint alleging unlawful discrimination, harassment, intimidation, or bullying is filed anonymously, the compliance officer shall pursue an investigation or other response as appropriate, depending on the specificity and reliability of the information provided and the seriousness of the allegation.
7. When a complainant of unlawful discrimination, harassment, intimidation, or bullying or the alleged victim, when not the complainant, requests confidentiality, the compliance officer shall inform the complainant or victim that the request may limit the Eden Area ROP's ability to investigate the conduct or take other necessary action. When honoring a request for confidentiality, the Eden Area ROP shall nevertheless take all reasonable steps to investigate and resolve/respond to the complaint consistent with the request.

### **Mediation**

Within three business days after receiving the complaint, the compliance officer may informally discuss with all the parties the possibility of using mediation to resolve the complaint. Mediation shall be offered to resolve complaints that involve more than one student and no adult. However, mediation shall not be offered or used to resolve any complaint involving an allegation of sexual assault or where there is a reasonable risk that a party to the mediation would feel compelled to participate. If the parties agree to mediation, the compliance officer shall make all arrangements for this process.

Before initiating the mediation of a complaint alleging retaliation or unlawful discrimination, harassment, intimidation, or bullying, the compliance officer shall ensure that all parties agree to permit the mediator access to all relevant

confidential information. The compliance officer shall also notify all parties of the right to end the informal process at any time.

If the mediation process does not resolve the problem within the parameters of law, the compliance officer shall proceed with an investigation of the complaint.

The use of mediation shall not extend the Eden Area ROP's timelines for investigating and resolving the complaint unless the complainant agrees in writing to such an extension of time. If mediation is successful and the complaint is withdrawn, then the Eden Area ROP shall take only the actions agreed upon through the mediation. If mediation is unsuccessful, the Eden Area ROP shall then continue with subsequent steps specified in this administrative regulation.

### **Investigation of Complaint**

Within 10 business days after the compliance officer receives the complaint, the compliance officer shall begin an investigation into the complaint.

Within one business day of initiating the investigation, the compliance officer shall provide the complainant and/or the complainant's representative with the opportunity to present the information contained in the complaint to the compliance officer and shall notify the complainant and/or representative of the opportunity to present the compliance officer with any evidence, or information leading to evidence, to support the allegations in the complaint. Such evidence or information may be presented at any time during the investigation.

In conducting the investigation, the compliance officer shall collect all available documents and review all available records, notes, or statements related to the complaint, including any additional evidence or information received from the parties during the course of the investigation. The compliance officer shall individually interview all available witnesses with information pertinent to the complaint, and may visit any reasonably accessible location where the relevant actions are alleged to have taken place. At appropriate intervals, the compliance officer shall inform the parties of the status of the investigation.

To investigate a complaint alleging retaliation or unlawful discrimination, harassment, intimidation, or bullying, the compliance officer shall interview the alleged victim(s), any alleged offender(s), and other relevant witnesses privately, separately, and in a confidential manner. As necessary, additional staff or legal counsel may conduct or support the investigation.

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

Refusal by the Eden Area ROP to provide the investigator with access to records and/or information related to the allegations in the complaint, failure or refusal to cooperate in the investigation, or any other obstruction of the investigation may result in a finding based on evidence collected that a violation has occurred and in the imposition of a remedy in favor of the complainant. (5 CCR 4631)

### **Timeline for Investigation Report**

Unless extended by written agreement with the complainant, the compliance officer shall prepare and send to the complainant a written investigation report, as described in the section "Investigation Report" below, within 60 calendar days of the Eden Area ROP's receipt of the complaint. (5 CCR 4631)

For any complaint alleging unlawful discrimination, harassment, intimidation, and bullying, the respondent shall be informed of any extension of the timeline agreed to by the complainant. The respondent also shall be sent the investigation report at the same time it is provided to the complainant.

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

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

### **Investigation Report**

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

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

The investigation report may also include follow-up procedures to prevent recurrence or retaliation and for reporting any subsequent problems.

In consultation with Eden Area ROP legal counsel, information about the relevant part of an investigation report may be communicated to a victim who is not the complainant and to other parties who may be involved in implementing the investigation report or are affected by the complaint, as long as the privacy of the parties is protected. In a complaint alleging unlawful discrimination, harassment, intimidation, and bullying, notice of the investigation report to the alleged victim shall include information about any sanction to be imposed upon the respondent that relates directly to the alleged victim.

If the complaint involves a limited-English-proficient student or parent/guardian, then the Eden Area ROP's response, if requested by the complainant, and the investigation report shall be written in English and the primary language in which the complaint was filed.

For complaints alleging unlawful discrimination, harassment, intimidation, and bullying based on state law, the investigation report shall also include a notice to the complainant that:

1. The complainant may pursue available civil law remedies outside of the Eden Area ROP's complaint procedures, including seeking assistance from mediation centers or public/private interest attorneys, 60 calendar days after the filing of an appeal with CDE. (Education Code 262.3)
2. The 60 days moratorium does not apply to complaints seeking injunctive relief in state courts or to discrimination complaints based on federal law. (Education Code 262.3)
3. Complaints alleging discrimination based on race, color, national origin, sex, gender, disability, or age may also be filed with the U.S. Department of Education, Office for Civil Rights at [www.ed.gov/ocr](http://www.ed.gov/ocr) within 180 days of the alleged discrimination.

### **Corrective Actions**

When a complaint is found to have merit, the compliance officer shall adopt any appropriate corrective action permitted by law. Appropriate corrective actions that focus on the Eden Area ROP environment may include, but are not limited to, actions to reinforce Eden Area ROP policies; training for faculty, staff, and students; updates to

school policies; or school climate surveys.

For complaints involving retaliation or unlawful discrimination, harassment, intimidation, or bullying, appropriate remedies that may be offered to the victim but not communicated to the respondent may include, but are not limited to, the following:

1. Counseling
2. Academic support
3. Health services
4. Assignment of an escort to allow the victim to move safely about campus
5. Information regarding available resources and how to report similar incidents or retaliation
6. Separation of the victim from any other individuals involved, provided the separation does not penalize the victim
7. Restorative justice
8. Follow-up inquiries to ensure that the conduct has stopped and there has been no retaliation

For complaints of retaliation or unlawful discrimination, harassment, intimidation, or bullying involving a student as the respondent, appropriate corrective actions that may be provided to the student include, but are not limited to, the following:

1. Transfer from a class or school as permitted by law
2. Parent/guardian conference
3. Education regarding the impact of the conduct on others
4. Positive behavior support
5. Referral to a student success team
6. Denial of participation in extracurricular or cocurricular activities or other privileges as permitted by law
7. Disciplinary action, such as suspension or expulsion, as permitted by law

When an employee is found to have committed retaliation or unlawful discrimination, harassment, intimidation, or bullying, the Eden Area ROP shall take appropriate disciplinary action, up to and including dismissal, in accordance with applicable law.

The Eden Area ROP may also consider training and other interventions for the larger school community to ensure that students, staff, and parents/guardians understand the types of behavior that constitute unlawful discrimination, harassment, intimidation, or bullying, that the Eden Area ROP does not tolerate it, and how to report and respond to it.

When a complaint is found to have merit, an appropriate remedy shall be provided to the complainant or other affected person.

However, if a complaint alleging noncompliance with the law regarding student fees, deposits, and other charges, or courses without educational content is found to have merit, the Eden Area ROP shall provide a remedy to all affected students and parents/guardians subject to procedures established by regulation of the State Board of Education. (Education Code 49013, 51222, 51223, 51228.3, 52075)

For complaints alleging noncompliance with the law regarding student fees, the Eden Area ROP, by engaging in reasonable efforts, shall attempt in good faith to identify and fully reimburse all affected students and

parents/guardians who paid the unlawful student fees within one year prior to the filing of the complaint. (Education Code 49013; 5 CCR 4600)

### Appeals to the California Department of Education

Any complainant who is dissatisfied with the Eden Area ROP's investigation report on a complaint regarding any specified federal or state educational program subject to UCP may file an appeal in writing with CDE within 30 calendar days of receiving the Eden Area ROP's investigation report. (5 CCR 4632)

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

1. The Eden Area ROP failed to follow its complaint procedures.
2. Relative to the allegations of the complaint, the Eden Area ROP's investigation report lacks material findings of fact necessary to reach a conclusion of law.
3. The material findings of fact in the Eden Area ROP's investigation report are not supported by substantial evidence.
4. The legal conclusion in the Eden Area ROP's investigation report is inconsistent with the law.
5. In a case in which the Eden Area ROP found noncompliance, the corrective actions fail to provide a proper remedy.

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

1. A copy of the original complaint
2. A copy of the Eden Area ROP's investigation report
3. A copy of the investigation file including, but not limited to, all notes, interviews, and documents submitted by the parties and gathered by the investigator
4. A report of any action taken to resolve the complaint
5. A copy of the Eden Area ROP's UCP
6. Other relevant information requested by CDE

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

---

**Policy Reference Disclaimer:** These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

### State References

2 CCR 11023

5 CCR 15580-15584

5 CCR 3200-3205

### Description

Harassment and discrimination prevention and correction - <https://simbli.eboardsolutions.com/SU/haAgKnrQhVJbSlsh34hY5zslsh5Q==>

Child nutrition programs complaint procedures

Special education compliance complaints

5 CCR 4600-4670	Uniform complaint procedures
5 CCR 4680-4687	Williams uniform complaint procedures
5 CCR 4690-4694	Complaints regarding health and safety issues in license-exempt preschool programs
5 CCR 4900-4965	Nondiscrimination in elementary and secondary education programs
Ed. Code 200-262.4	Educational equity; prohibition of discrimination on the basis of sex - <a href="https://simbli.eboardsolutions.com/SU/ytTLslshoozWGUAAbNL6kKkgxQ==">https://simbli.eboardsolutions.com/SU/ytTLslshoozWGUAAbNL6kKkgxQ==</a>
Ed. Code 18100-18203	School libraries
Ed. Code 32221.5	Insurance for athletic team members
Ed. Code 32280-32289	School safety plans
Ed. Code 35186	Williams uniform complaint procedures
Ed. Code 46015	Parental leave for students
Ed. Code 48853-48853.5	Foster youth
Ed. Code 48985	Notices in language other than English
Ed. Code 49010-49014	Student fees
Ed. code 49060-49079	Student records
Ed. Code 49069.5	Records of foster youth
Ed. Code 49490-49590	Child nutrition programs
Ed. Code 49701	Interstate Compact on Educational Opportunity for Military Children
Ed. Code 51210	Courses of study grades 1-6
Ed. Code 51222	Physical education
Ed. Code 51223	Physical education, elementary schools
Ed. Code 51225.1-51225.2	Foster youth, homeless children, former juvenile court school students; course credits; graduation requirements
Ed. Code 51226-51226.1	Career technical education
Ed. Code 51228.1-51228.3	Course periods without educational content
Ed. Code 52059.5	Statewide system of support
Ed. Code 52060-52077	Local control and accountability plan
Ed. Code 52075	Complaint for lack of compliance with local control and accountability plan requirements
Ed. Code 52300-52462	Career technical education
Ed. Code 52500-52616.24	Adult schools
Ed. Code 54400-54425	Compensatory education programs
Ed. Code 54440-54445	Migrant education
Ed. Code 54460-54529	Compensatory education programs
Ed. Code 59000-59300	Special schools and centers
Ed. Code 64000-64001	Consolidated application process; school plan for student achievement
Ed. Code 65000-65001	School site councils
Ed. Code 8200-8498	Child care and development programs
Ed. Code 8500-8538	Adult basic education
Gov. Code 11135	Nondiscrimination in programs or activities funded by state
Gov. Code 11135	Discrimination - <a href="https://simbli.eboardsolutions.com/SU/PcUFWeMcCJnzBrKALOEtfQ==">https://simbli.eboardsolutions.com/SU/PcUFWeMcCJnzBrKALOEtfQ==</a>



Gov. Code 12900-12996	Fair Employment and Housing Act
H&S Code 1596.792	California Child Day Care Act; general provisions and definitions
H&S Code 1596.7925	California Child Day Care Act; health and safety regulations
Pen. Code 422.55	Definition of hate crime
Pen. Code 422.6	Civil rights; crimes

**Federal References**

20 USC 1221	Application of laws
20 USC 1232g	Family Educational Rights and Privacy Act (FERPA) of 1974
20 USC 1681-1688	Title IX of the Education Amendments of 1972
20 USC 6301-6576	Title I Improving the Academic Achievement of the Disadvantaged
20 USC 6801-7014	Title III language instruction for limited English proficient and immigrant students
28 CFR 35.107	Nondiscrimination on basis of disability; complaints
29 USC 794	Rehabilitation Act of 1973, Section 504
34 CFR 100.3	Prohibition of discrimination on basis of race, color or national origin
34 CFR 104.7	Designation of responsible employee for Section 504
34 CFR 106.1-106.82	Nondiscrimination on the basis of sex in education programs
34 CFR 106.8	Designation of responsible employee for Title IX
34 CFR 106.9	Notification of nondiscrimination on basis of sex
34 CFR 110.25	Notification of nondiscrimination on the basis of age
34 CFR 99.1-99.67	Family Educational Rights and Privacy Act
42 USC 11431-11435	McKinney-Vento Homeless Assistance Act
42 USC 12101-12213	Title II equal opportunity for individuals with disabilities
42 USC 2000d-2000e-17	Title VI and Title VII Civil Rights Act of 1964, as amended
42 USC 2000h-2-2000h-6	Title IX of the Civil Rights Act of 1964
42 USC 6101-6107	Age Discrimination Act of 1975

**Description**

**Management Resources References**

California Department of Education Publication	Uniform Complaint Procedure 2020-21 Program Instrument
California Department of Education Publication	Sample UCP Board Policies and Procedures
U.S. DOE, Office For Civil Rights Publication	Dear Colleague Letter, September 22, 2017
U.S. DOE, Office For Civil Rights Publication	Dear Colleague Letter: Title IX Coordinators, April 2015
U.S. DOE, Office for Civil Rights Publication	Dear Colleague Letter: Harassment and Bullying, October 2010
U.S. DOE, Office for Civil Rights Publication	Dear Colleague Letter: Responding to Bullying of Students with Disabilities, October 2014
U.S. DOE, Office for Civil Rights Publication	Revised Sexual Harassment Guidance: Harassment of Students by School Employees, Other Students, or Third Parties, January 2001
U.S. DOJ Publication	Guidance to Federal Financial Assistance Recipients Regarding Title VI, 2002
Website	U.S. Department of Justice - <a href="https://simbli.eboardsolutions.com/SU/BPwrkTmFhG0SXt3hKCVuBw==">https://simbli.eboardsolutions.com/SU/BPwrkTmFhG0SXt3hKCVuBw==</a>
Website	California Department of Education - <a href="https://simbli.eboardsolutions.com/SU/os2jq5DcA2RawmY2VZ5FZQ==">https://simbli.eboardsolutions.com/SU/os2jq5DcA2RawmY2VZ5FZQ==</a>

**Description**

Website	CSBA - <a href="https://simbli.eboardsolutions.com/SU/W3QxkK2FPsDsQBnMIENxGg==">https://simbli.eboardsolutions.com/SU/W3QxkK2FPsDsQBnMIENxGg==</a>
Website	U.S. Department of Education, Office for Civil Rights - <a href="https://simbli.eboardsolutions.com/SU/HrN4mDOsAx53TBZ2HPwBvQ==">https://simbli.eboardsolutions.com/SU/HrN4mDOsAx53TBZ2HPwBvQ==</a>

**Cross References**

**Description**

0430	Comprehensive Local Plan For Special Education - <a href="https://simbli.eboardsolutions.com/SU/e71MVNX06aDGjvR9BJrH0Q==">https://simbli.eboardsolutions.com/SU/e71MVNX06aDGjvR9BJrH0Q==</a>
0450	Comprehensive Safety Plan - <a href="https://simbli.eboardsolutions.com/SU/BqsTTEay3qjmfO4iSU7slshvA==">https://simbli.eboardsolutions.com/SU/BqsTTEay3qjmfO4iSU7slshvA==</a>
0450	Comprehensive Safety Plan - <a href="https://simbli.eboardsolutions.com/SU/qZV7Uq0UTA6fu4JQDmEslsh5g==">https://simbli.eboardsolutions.com/SU/qZV7Uq0UTA6fu4JQDmEslsh5g==</a>
0470	COVID-19 Mitigation Plan - <a href="https://simbli.eboardsolutions.com/SU/XYF8itC2cfEX1xwveULDQC==">https://simbli.eboardsolutions.com/SU/XYF8itC2cfEX1xwveULDQC==</a>
1250	Visitors/Outsiders - <a href="https://simbli.eboardsolutions.com/SU/r97Rsu8M6iVBGFQk72Bvplusg==">https://simbli.eboardsolutions.com/SU/r97Rsu8M6iVBGFQk72Bvplusg==</a>
1250	Visitors/Outsiders - <a href="https://simbli.eboardsolutions.com/SU/lozntKyUEVTuEwcqK7gFTw==">https://simbli.eboardsolutions.com/SU/lozntKyUEVTuEwcqK7gFTw==</a>
1312.4	Williams Uniform Complaint Procedures - <a href="https://simbli.eboardsolutions.com/SU/vAN6YBtFhu4n57iYVTCEPA==">https://simbli.eboardsolutions.com/SU/vAN6YBtFhu4n57iYVTCEPA==</a>
1312.4-E(1)	Williams Uniform Complaint Procedures - <a href="https://simbli.eboardsolutions.com/SU/VFSWz7BTK4slshMqMdJvAsMplusw==">https://simbli.eboardsolutions.com/SU/VFSWz7BTK4slshMqMdJvAsMplusw==</a>
3260	Fees And Charges - <a href="https://simbli.eboardsolutions.com/SU/GBmLyqzfsSCkfJHelqrNEQ==">https://simbli.eboardsolutions.com/SU/GBmLyqzfsSCkfJHelqrNEQ==</a>
3260	Fees And Charges - <a href="https://simbli.eboardsolutions.com/SU/zPs9HLtslshppqbH6809dB9Ew==">https://simbli.eboardsolutions.com/SU/zPs9HLtslshppqbH6809dB9Ew==</a>
4030	Nondiscrimination In Employment - <a href="https://simbli.eboardsolutions.com/SU/tA8NrnX4fwhdPnt5IFP14w==">https://simbli.eboardsolutions.com/SU/tA8NrnX4fwhdPnt5IFP14w==</a>
4030	Nondiscrimination In Employment - <a href="https://simbli.eboardsolutions.com/SU/6Cx1vmlZzL4v17kBX0UMmQ==">https://simbli.eboardsolutions.com/SU/6Cx1vmlZzL4v17kBX0UMmQ==</a>
4112.9	Employee Notifications - <a href="https://simbli.eboardsolutions.com/SU/DEDQMTcIL2LReSslshUbwCFuA==">https://simbli.eboardsolutions.com/SU/DEDQMTcIL2LReSslshUbwCFuA==</a>
4112.9	Employee Notifications - <a href="https://simbli.eboardsolutions.com/SU/R1SyYrIZ40DSa1c7mTns8w==">https://simbli.eboardsolutions.com/SU/R1SyYrIZ40DSa1c7mTns8w==</a>
4118	Dismissal/Suspension/Disciplinary Action - <a href="https://simbli.eboardsolutions.com/SU/XNvDKoMKzeSET7e8lu7odQ==">https://simbli.eboardsolutions.com/SU/XNvDKoMKzeSET7e8lu7odQ==</a>
4119.1	Civil And Legal Rights - <a href="https://simbli.eboardsolutions.com/SU/4iB9yzVMsD28thdObsVO5A==">https://simbli.eboardsolutions.com/SU/4iB9yzVMsD28thdObsVO5A==</a>
4119.11	Sexual Harassment - <a href="https://simbli.eboardsolutions.com/SU/b2kd8gTslshr11dls6OdyxU4g==">https://simbli.eboardsolutions.com/SU/b2kd8gTslshr11dls6OdyxU4g==</a>
4119.11	Sexual Harassment - <a href="https://simbli.eboardsolutions.com/SU/eF8CtslshRzbrmrzVc4ft29FNg==">https://simbli.eboardsolutions.com/SU/eF8CtslshRzbrmrzVc4ft29FNg==</a>
4119.11-E(1)	Sexual Harassment - <a href="https://simbli.eboardsolutions.com/SU/lrz2uTslshpluso3l8ZiJCD1P9ag==">https://simbli.eboardsolutions.com/SU/lrz2uTslshpluso3l8ZiJCD1P9ag==</a>
4119.23	Unauthorized Release Of Confidential/Privileged Information - <a href="https://simbli.eboardsolutions.com/SU/plusx7quVYJcRgCQGf9vm10iQ==">https://simbli.eboardsolutions.com/SU/plusx7quVYJcRgCQGf9vm10iQ==</a>
4212.9	Employee Notifications - <a href="https://simbli.eboardsolutions.com/SU/gS6nQM3taplus7KNq7ROsEJdQ==">https://simbli.eboardsolutions.com/SU/gS6nQM3taplus7KNq7ROsEJdQ==</a>
4212.9	Employee Notifications - <a href="https://simbli.eboardsolutions.com/SU/4A0tshXyXlJvP6B6ft5plusnng==">https://simbli.eboardsolutions.com/SU/4A0tshXyXlJvP6B6ft5plusnng==</a>

4218 Dismissal/Suspension/Disciplinary Action -  
<https://simbli.eboardsolutions.com/SU/p907xTHB0BRLxoplusxBqeAzw==>

4218 Dismissal/Suspension/Disciplinary Action -  
<https://simbli.eboardsolutions.com/SU/QjZchBHjlo4MPVrPFGJCrA==>

4219.1 Civil And Legal Rights -  
<https://simbli.eboardsolutions.com/SU/slshiMtmDG5HwlomoOxm8JnSQ==>

4219.11 Sexual Harassment -  
<https://simbli.eboardsolutions.com/SU/4gkr2olplus5nNrAYmUovOIGA==>

4219.11 Sexual Harassment -  
<https://simbli.eboardsolutions.com/SU/IRPC1EalM3FZbpiYMcFdg==>

4219.11-E(1) Sexual Harassment -  
<https://simbli.eboardsolutions.com/SU/NJQ9zeDb7z4szUebtw9EjQ==>

4219.23 Unauthorized Release Of Confidential/Privileged Information -  
<https://simbli.eboardsolutions.com/SU/UnlzMtjoly0fkBOcG4ZrMg==>

4244 Complaints -  
<https://simbli.eboardsolutions.com/SU/aQNldGubKpluslPfZH0rpluskBQQ==>

4244 Complaints -  
<https://simbli.eboardsolutions.com/SU/Ojld2dnxGjxfwG6RsewdNg==>

4312.9 Employee Notifications -  
<https://simbli.eboardsolutions.com/SU/jjOvCL3R0BslshFhOudlvslshXEA==>

4312.9 Employee Notifications -  
<https://simbli.eboardsolutions.com/SU/10wlsSqx3Y703oUH6Lu9Bg==>

4319.1 Civil And Legal Rights -  
<https://simbli.eboardsolutions.com/SU/XVplusMxO8wF45tCXAdqo0wWg==>

4319.11 Sexual Harassment -  
<https://simbli.eboardsolutions.com/SU/AXmklslshE6ESRtrrr2slpOw==>

4319.11 Sexual Harassment -  
<https://simbli.eboardsolutions.com/SU/RNPrp89iWr75pMkO30qU4A==>

4319.11-E(1) Sexual Harassment -  
<https://simbli.eboardsolutions.com/SU/LpTkpE99iM5uqkEdplusGiAoA==>

4319.23 Unauthorized Release Of Confidential/Privileged Information -  
<https://simbli.eboardsolutions.com/SU/FEdeJMdGgJmuugihzeFErA==>

4331 Staff Development -  
<https://simbli.eboardsolutions.com/SU/WoVV14SyA2vNgt348oslshRcw==>

4344 Complaints -  
<https://simbli.eboardsolutions.com/SU/81islshPFcSeJaoFtslshzpmvsRg==>

4344 Complaints -  
<https://simbli.eboardsolutions.com/SU/EpF4T2e1sCscykw5uttqlw==>

5125 Student Records -  
<https://simbli.eboardsolutions.com/SU/WH7SkYd23dx87QIsQey8plusw==>

5125 Student Records -  
<https://simbli.eboardsolutions.com/SU/wdXKiPstB2P6JfsSrlNglg==>

5131.62 Tobacco -  
<https://simbli.eboardsolutions.com/SU/nKXslshbqgJyyDvAupl0BVblIQ==>

5137 Positive School Climate -  
<https://simbli.eboardsolutions.com/SU/urpjwVWuu9UaXbjXiYKMAw==>

5141.4 Child Abuse Prevention And Reporting -  
<https://simbli.eboardsolutions.com/SU/7STRMkdHP8yGDLmNZZZTw==>

5141.4 Child Abuse Prevention And Reporting -  
<https://simbli.eboardsolutions.com/SU/kCgXddEBjkf9hFwJDIhUw==>

5144	Discipline - <a href="https://simbli.eboardsolutions.com/SU/r6p8cTTa0frJGNZkRU58IA==">https://simbli.eboardsolutions.com/SU/r6p8cTTa0frJGNZkRU58IA==</a>
5144	Discipline - <a href="https://simbli.eboardsolutions.com/SU/KVzvK1B2oqZCSfZin1Rgdw==">https://simbli.eboardsolutions.com/SU/KVzvK1B2oqZCSfZin1Rgdw==</a>
5145.3	Nondiscrimination/Harassment - <a href="https://simbli.eboardsolutions.com/SU/k7xfTZvOPpi977gdgTbxvA==">https://simbli.eboardsolutions.com/SU/k7xfTZvOPpi977gdgTbxvA==</a>
5145.3	Nondiscrimination/Harassment - <a href="https://simbli.eboardsolutions.com/SU/PueKjozLssXslshPISDP0PuoQ==">https://simbli.eboardsolutions.com/SU/PueKjozLssXslshPISDP0PuoQ==</a>
5145.6	Parental Notifications - <a href="https://simbli.eboardsolutions.com/SU/VRKrlMnKplusJ7zJ6slshslshg7zylQ==">https://simbli.eboardsolutions.com/SU/VRKrlMnKplusJ7zJ6slshslshg7zylQ==</a>
5145.7	Sexual Harassment - <a href="https://simbli.eboardsolutions.com/SU/UQX96fxRaaUxplus1yWrFeH0w==">https://simbli.eboardsolutions.com/SU/UQX96fxRaaUxplus1yWrFeH0w==</a>
5145.7	Sexual Harassment - <a href="https://simbli.eboardsolutions.com/SU/4hsSCpmzggBRzyCdRgcBmA==">https://simbli.eboardsolutions.com/SU/4hsSCpmzggBRzyCdRgcBmA==</a>
6145	Extracurricular And Cocurricular Activities - <a href="https://simbli.eboardsolutions.com/SU/EbLCvCOt44XBu1Vz7xwzdA==">https://simbli.eboardsolutions.com/SU/EbLCvCOt44XBu1Vz7xwzdA==</a>
6145	Extracurricular And Cocurricular Activities - <a href="https://simbli.eboardsolutions.com/SU/5NoldBcHwFoPG5SXOYovKw==">https://simbli.eboardsolutions.com/SU/5NoldBcHwFoPG5SXOYovKw==</a>
6178.1	Work-Based Learning - <a href="https://simbli.eboardsolutions.com/SU/cx09lvoiKmDu69FhPQToow==">https://simbli.eboardsolutions.com/SU/cx09lvoiKmDu69FhPQToow==</a>
6178.1	Work-Based Learning - <a href="https://simbli.eboardsolutions.com/SU/GVslshTRdIRBkNoSFjBOVDBXg==">https://simbli.eboardsolutions.com/SU/GVslshTRdIRBkNoSFjBOVDBXg==</a>
9011	Disclosure Of Confidential/Privileged Information - <a href="https://simbli.eboardsolutions.com/SU/plusFernMK4TDjaWmZ9vAOBbw==">https://simbli.eboardsolutions.com/SU/plusFernMK4TDjaWmZ9vAOBbw==</a>
9012	Board Member Electronic Communications - <a href="https://simbli.eboardsolutions.com/SU/FEannZ2vISznoFWOG1sbNw==">https://simbli.eboardsolutions.com/SU/FEannZ2vISznoFWOG1sbNw==</a>
9124	Attorney - <a href="https://simbli.eboardsolutions.com/SU/SCAmkZbczLQXtdc2JZUDkg==">https://simbli.eboardsolutions.com/SU/SCAmkZbczLQXtdc2JZUDkg==</a>
9200	Limits Of Board Member Authority - <a href="https://simbli.eboardsolutions.com/SU/lplusspjGanwlwaeN2Z1XBiMA==">https://simbli.eboardsolutions.com/SU/lplusspjGanwlwaeN2Z1XBiMA==</a>
9321	Closed Session - <a href="https://simbli.eboardsolutions.com/SU/PplusdNMSVOXcjS490DMe4c0w==">https://simbli.eboardsolutions.com/SU/PplusdNMSVOXcjS490DMe4c0w==</a>
9322	Agenda/Meeting Materials - <a href="https://simbli.eboardsolutions.com/SU/GhJg3tjyplumGe9joApcsNig==">https://simbli.eboardsolutions.com/SU/GhJg3tjyplumGe9joApcsNig==</a>