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1. The comply with applicable federal and/or state laws and regulations governing discrimination, harassment, intimidation, and/or bull.4(n)8(d/).52 Tf1 0 0 1 539.14 667ke.(c)4(a)8ra CB35(m)7(i)-5(m)6(i)-5(da)67 0 642 812.04 reWinBT/F2 11.52 Tf1

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Any student, parent/guardian, third party, other individual, or public agency or organization may file a complaint with the Compliance Officer. Complaints alleging discrimination, harassment, intimidation, and/or bullying, including conduct prohibited by the District's Nondiscrimination/Harassment Policy - BP 5145.3, Sexual Harassment Policy - BP 5145.7, and Hate-Motivated Behavior Policy 5145.9, must be made no later than six months from later of (a) the date of the last act of alleged discrimination, harassment, intimidation, and/or bullying, or (b) the date the complainant became aware of the last alleged act. Complaints should be made in writing when possible, preferably using the complaint form provided by the District (Attachment A). If the Compliance Officer or designee receives a report of discrimination, harassment, intimidation or bullying, the Compliance Officer or designee shall inform the individual making the report of the resolution options under this procedure. If the complainant is unable to put a complaint in writing due to reasons such as illiteracy or disability, the Compliance Officer or designee shall help the complainant file the complaint. If a complaint is presented in another written format, such as a letter or email, the District may request that the complainant complete the form. If there is a delay in obtaining a completed form, or the complainant refuses to transfer the information or otherwise complete the form but wishes to pursue

intimidation or bullying is found, determine the appropriate remedial action. Remedial action will be designed to end the conduct, prevent its recurrence and address its effects on the student targeted and the broader school community.

Where remedial action includes proposed discipline of an employee, the District's Human Resources Department will give substantial weight to the factual findings, legal conclusions and recommendations of the Compliance Officer or designee in the disciplinary process; consult with the Compliance Officer or designee during the disciplinary process; and inform the Compliance Officer or designee of the final outcome of the disciplinary process.

Examples of appropriate remedial action for harassment, intimidation or bullying include:

- a. Interventions for the individual who engaged in the conduct, such as parent notification, counseling, guidance, education about the impact of the conduct, positive behavior support, referral to a student success team, transfer to alternative programs, denial of participation in extracurricular or co-curricular activities or other privileges, and discipline.
- b. Interventions for the student targeted, such as counseling, academic support, health services, assigning an escort to allow the student to move safely between classes, and instruction on how to report other incidents of harassment or retaliation.
- c. Separating the student targeted and the individual who engaged in the conduct, provided the separation does not penalize the student targeted.
- d. Follow-up inquiries with the student targeted and witnesses to ensure that the conduct has stopped and that they have not experienced any retaliation.
- e. Training or other interventions for the larger school community to ensure that students, staff and parents understand the types of behavior that constitute har4 reTI/F2 11.52 Tf1 0 0 1 217.61 637.06 Tm0 g0 G[act)11(i)-5(on)]0 04 0 642 8

Complaints Concerning District Employees -

https://simbli.eboardsolutions.com/SU/vpJUf4IVhOVgpd3vvd3IKA=

Complaints Concerning District Employees -

https://simbli.eboardsolutions.com/SU/vSvdEh24ID2XLEUslshVBf3ww=

Uniform Complaint Procedures -

https://simbli.eboardsolutions.com/SU/jTXa27ru6jYMNEnhEslshd46A=

Uniform Complaint Procedures -

https://simbli.eboardsolutions.com/SU/sAne3rlX9rujnAiEpaeCYA=

Access To District Records -

https://simbli.eboardsolutions.com/SU/6ILv0bXplus9dHcnDplusIdG6SfQ=

Access To District Records -

https://simbli.eboardsolutions.com/SU/lg6tl/V2aapPtfrQlrBZHgLg=

Recovery For Property Loss Or Damage -

https://simbli.eboardsolutions.com/SU/jG3bjL8Dddh50ldxbvyMNg=

Recovery For Property Loss Or Damage -

https://simbli.eboardsolutions.com/SU/qslshnBpLslshARXUyk5l9XcQZmg=

Risk Management/Insurance -

https://simbli.eboardsolutions.com/SU/L8bPwHIX7E3YIzoBXW88kq=

## Staff Development -

Title IX Sexual Harassment Complaint Procedures -