



Capistrano Unified School District
San Juan Capistrano, California

UNIFORM COMPLAINT POLICY

The Capistrano Unified School District prohibits discrimination, harassment, intimidation, and bullying in all district activities, programs, and employment against any person based on actual or perceived gender, gender identity, gender expression, or genetic information, sex, sexual orientation, race, ethnicity, color, ancestry, nationality, national origin, ethnic group identification, age, religion, marital or parental status, pregnancy, physical or mental disability, immigration status, or any other characteristic identified in Education Code sections 200 or 220, Government Code section 11135, or Penal Code section 422.55, or based on association with a person or group with one or more of these actual or perceived characteristics. (5 C.C.R. § 4610.)

The District has adopted policies establishing a Uniform Complaint Procedure (UCP). (See Board Policy 1312.3, and Administrative Regulation 1312.3.) The UCP policy addresses how complaints alleging a violation of federal or state laws or regulations, which may include allegations of unlawful discrimination, harassment, intimidation and/or bullying, including noncompliance with laws relating to pupil fees and LCAP requirements are filed, investigated and resolved.

**Formal complaints of discrimination in District programs can be filed with the
Uniform Complaint Officer/Title IX Coordinator:**

Rich Montgomery
Assistant Superintendent, Human Resource Services
33122 Valle Road
San Juan Capistrano, California 92675
(949) 234-9200

Appeals of the District's UCP findings for areas outlined in law are directed to the California Department of Education. Individuals may also have civil law remedies under state or federal discrimination, harassment, or bullying laws, if applicable. For more information, refer to Board Policy and Administrative Regulation 1312.3.