



**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 also ensures compliance with federal and state laws and regulations related to other programs and activities subject to the Uniform Complaint Procedures (“UCP”).

The District has adopted policies establishing a UCP. (See Board Policy 1312.3, and Administrative Regulation 1312.3, addressing how complaints alleging a violation of federal or state laws or regulations are filed, investigated and resolved.) UCP complaints include, but are not limited to, allegations of unlawful discrimination, harassment, intimidation, and bullying; unlawful pupil fees, and LCAP violations. **For a full list of programs and activities subject to the UCP see Board Policy and Administrative Regulation 1312.3.** A UCP Complaint must be filed no later than one year from the date of the alleged violation.

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

Laura Lyon  
Assistant Superintendent  
UCP Officer/Title IX Coordinator  
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. In addition to filing a UCP, civil law remedies may also be available under state or federal laws regarding discrimination, harassment, or bullying. For more information, refer to Board Policy and Administrative Regulation 1312.3.