FRESNO COUNTY SUPERINTENDENT OF SCHOOLS

Community Relations
UNIFORM COMPLAINT PROCEDURES

Except as may otherwise be specifically provided in other policies, these uniform complaint procedures (UCP) shall be used to investigate and resolve only the complaints specified in the accompanying County Superintendent and County Board policy.

Compliance Officer

The County Superintendent and County Board designate the position identified below as responsible for receiving, coordinating, and investigating complaints and for complying with state and federal civil rights laws. The position also serve as the compliance officer specified in Administrative Regulation 5145.3 - Nondiscrimination/Harassment responsible for handling complaints regarding unlawful discrimination, harassment, intimidation, or bullying and in Administrative Regulation 5145.7 – Sexual Harassment for handling complaints regarding sexual harassment.

Deputy Superintendent, Instructional Division
Office of the Fresno County Superintendent of Schools
1111 Van Ness Avenue
Fresno, California 93721-2000
(559) 265-3090
DLira@fcoe.org

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 that raises a concern about the compliance officer's ability to investigate the complaint fairly and without bias shall be filed with the County Superintendent or designee who shall determine how the complaint will be investigated.

Employees assigned to investigate and resolve complaints shall have training and be 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 County 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, they shall be implemented and remain in place until it is determined that they are no longer necessary or until the issuance of the final written decision, whichever occurs first.

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Notifications

The Uniform Complaint Procedures (Superintendent and Board Policy 1312.3 and Superintendent Administrative Regulation 1312.3) shall be posted in all County Superintendent/County Board schools and offices, including staff lounges and student government meeting rooms. (Education Code 234.1.)

In addition, the County Superintendent or designee shall annually provide written notification of these Uniform Complaint Procedures to students, employees, parents/guardians, school and County Superintendent advisory committee members, school advisory committee members, appropriate private school officials or representatives, and other interested parties. (5 CCR 4622) The notification shall include:

1. A statement that the County Superintendent and County Board are 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 County Superintendent and County Board Policy 1312.3

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 person(s) 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 educational program, including curricular and extracurricular activities

6. A statement that a complaint regarding student fees or the local control and accountability plan (LCAP) may be filed anonymously if the complainant provides evidence or information leading to evidence to support the complaint

7. A statement that the County Superintendent will post a standardized notice of the educational and graduation requirements of foster youth, students experiencing homelessness, children of military families, former juvenile court school students now enrolled in County Superintendent/County Board schools, students who are migratory, and newcomer students as specified in Education Code 48645.7, 48853, 48853.5, 49069.5, 51225.1, and 51225.2, and the complaint process

8. A statement that complaints will be investigated in accordance with the County Superintendent's and County Board'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

9. A statement that, for programs within the scope of the UCP as specified in the accompanying policy, the complainant has a right to appeal the investigation report to CDE by filing a written appeal, including a copy of the original complaint and the decision, within 30 calendar days of receiving the decision

10. 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

11. A statement that copies of the County Superintendent's and County Board'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 and 34 CFR 106.8 shall be posted on the County Superintendent/County Board websites, published in handbooks or catalogs, and may be provided through supported social media, if available.

All students and parents/guardians, including students and parents/guardians with limited English proficiency, shall have access to the relevant information provided in the policy, regulation, forms, and notices concerning the UCP.

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. If a site administrator not designated as a compliance officer receives a complaint, the site administrator shall notify the compliance officer.

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

1. A complaint alleging County Superintendent or County Board violation of applicable state or federal law or regulations governing the programs specified in the accompanying policy may be filed by any individual, public agency, or organization (5 CCR 4600)

2. Any complaint alleging noncompliance with law regarding the prohibition against student fees, deposits, and charges or any requirement related to the LCAP 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 site administrator of the school or with the County Superintendent or designee. (Education Code 49013, 52075)

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

   For complaints related to the LCAP, the date of the alleged violation is the date when the Superintendent of Public Instruction (SPI) approves the LCAP that was adopted by the County Board. (5 CCR 4630; Education Code 52070.5)

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 (5 CCR 4630)

   The time for filing may be extended for up to 90 days by the County 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 County Superintendent's ability to investigate the conduct or take other necessary action

   When honoring a request for confidentiality, the County Superintendent 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.

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

The use of mediation shall not extend the County Superintendent'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 County Superintendent and County Board shall take only the actions agreed upon through the mediation. If the mediation is unsuccessful, the compliance officer shall then continue with subsequent steps specified in this administrative regulation.

Investigation of Complaint

The compliance officer shall begin an investigation into the complaint within 10 business days of receiving 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, or designee, 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, or designee, 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 County Superintendent'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. Refusal by the County Superintendent 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 receipt of the complaint. (5 CCR 4631)

Investigation Report

For all complaints, the 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 County Superintendent and/or County Board is in compliance with the relevant law

3. Corrective action(s) whenever the compliance officer 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 investigation report to CDE, except when the UCP was used 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 County Superintendent’s 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.

If the complaint involves a limited-English-proficient student or parent/guardian and the student involved attends a school at which 15 percent or more of the students speak a single primary language other than English, then the investigation report shall also be translated into that language. In all other instances, County Superintendent or designee shall ensure meaningful access to all relevant information for parents/guardians with limited English proficiency.

For complaints alleging unlawful discrimination, harassment, intimidation, or 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 County Superintendent and County Board complaint procedures, including, but not limited to, injunctions, restraining orders or other remedies or orders, 60 calendar days after the filing of an appeal with the 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 within 180 days of the alleged discrimination

Corrective Actions

When a complaint is found to have merit, the compliance officer may adopt any appropriate corrective action permitted by law. Appropriate corrective actions that focus on the larger school or County Superintendent/County Board environment may include, but are not limited to, actions to reinforce County Superintendent and County Board Policy, training for faculty, staff, and students, updates to school practices or procedures, 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, appropriate action shall be taken, up to and including dismissal, in accordance with applicable law and applicable collective bargaining agreement.

The County Superintendent 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 County Superintendent and County Board do 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, physical education instructional minutes, courses without educational content, or any requirement related to the LCAP is found to have merit, County Superintendent or designee 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, County Superintendent or designee, 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 an 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 investigation report. (5 CCR 4632)

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The appeal shall be sent to CDE with a copy of the original locally filed complaint and a copy of the 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 County Superintendent or County Board failed to follow its complaint procedures

2. Relative to the allegations of the complaint, the County Superintendent's or County Board's investigation report lacks material findings of fact necessary to reach a conclusion of law

3. The material findings of fact in the County Superintendent's or County Board's investigation report are not supported by substantial evidence

4. The legal conclusion in the County Superintendent's or County Board's investigation report is inconsistent with the law

5. In a case in which the County Superintendent or County Board found noncompliance, the corrective actions fail to provide a proper remedy

Upon notification by the CDE that the investigation report has been appealed, the County Superintendent and/or County Board 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 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 County Superintendent's and County Board's UCP

6. Other relevant information requested by the CDE

If notified by CDE that the investigation report failed to address allegation(s) raised by the complaint, the County Superintendent or County Board 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)

<u>Health and Safety Complaints in License-Exempt Preschool Programs</u>

No license-exempt California State Preschool Program (CSPP) is operated by the County Superintendent or County Board. Therefore, the following requirements do not apply to the County Superintendent or County Board.

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Any complaint regarding health or safety issues in a license-exempt CSPP shall be addressed through the procedures described in 5 CCR 4690-4694.

In order to identify appropriate subjects of license-exempt CSPP health and safety issues pursuant to Health and Safety Code 1596.7925, a notice shall be posted in each license-exempt CSPP classroom operated by the County Superintendent or County Board notifying parents/guardians, students, and teachers of the health and safety requirements of Title 5 of the California Code of Regulations that apply to license-exempt CSPP programs pursuant to Health and Safety Code 1596.7925 and the location at which to obtain a form to file any complaint alleging noncompliance with those requirements. For this purpose, if a license-exempt CSPP classroom is in operation, the County Superintendent or designee may download and post a notice available from the CDE website. (Education Code 8212; 5 CCR 4691)

Any complaint regarding specified health or safety issues in a license-exempt CSPP program shall be filed with the preschool program administrator or designee, and may be filed anonymously. The complaint form shall specify the location for filing the complaint, contain a space to indicate whether the complainant desires a response to the complaint, and allow a complainant to add as much text as desired to explain the complaint. (Education Code 8212; 5 CCR 4690)

If it is determined that the complaint is beyond the authority of the preschool program administrator, the matter shall be forwarded to the County Superintendent or designee in a timely manner, not to exceed 10 working days, for resolution. The preschool administrator or the County Superintendent or designee shall make all reasonable efforts to investigate any complaint within their authority. (Education Code 8212; 5 CCR 4692)

Investigation of a complaint regarding health or safety issues in a license-exempt CSPP program shall begin within 10 days of receipt of the complaint. (Education Code 8212; 5 CCR 4692)

The preschool administrator or designee shall remedy a valid complaint within a reasonable time period not to exceed 30 working days from the date the complaint was received. If the complainant has indicated on the complaint form a desire to receive a response to the complaint, the preschool administrator or County Superintendent's designee shall, within 45 working days of the initial filing of the complaint, report the resolution of the complaint to the complainant and CDE's assigned field consultant. If the preschool administrator makes this report, the information shall be reported at the same time to the County Superintendent or designee. (Education Code 8212; 5 CCR 4692)

If Education Code section 48985 is otherwise applicable, if requested by the complainant, the response to a complaint regarding health or safety issues in a license-exempt CSPP program, and the investigation report shall be written in English and the primary language in which the complaint was filed.

If a complainant is not satisfied with the resolution of a complaint, the complainant has the right to describe the complaint to the County Board at a regularly scheduled hearing or the County Superintendent, as applicable, and, within 30 days of the date of the written report, may file a written appeal of the decision to the State Superintendent of Public Instruction (SSPI) in accordance with 5 CCR 4632. (Education Code 8212; 5 CCR 4693, 4694)

All complaints and responses are public records. (5 CCR 4690; 4693)

On a quarterly basis, the County Superintendent's designee shall report summarized data on the nature and resolution of all CSPP health and safety complaints, including the number of complaints by general subject area with the number of resolved and unresolved complaints, to the County Board at a regularly scheduled Board meeting or the County Superintendent, as applicable. (5 CCR 4693)

Adopted: 06/19/1995
Amended: 03/17/2016, 09/21/2017, 10/18/2018, 03/19/2021, 02/17/2022, 12/12/2023, 08/15/2024, 08/21/2025

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Uniform Complaint Procedures Form

Last name _____ First Name _____

Student Name (if applicable) _____ Date of Birth _____

Street Address/Apt. # _____

City _____ State _____ Zip Code _____

Home Phone _____ Cell Phone_____ Work Phone _____

School/Office/Site of Alleged Violation _____

For allegation(s) of noncompliance, please indicate the program or activity referred to in your complaint, if applicable.

Program(s) or Activities: _____

_____

This is a complaint alleging noncompliance with laws regarding:

- ☐ Unlawful Discrimination (such as discriminatory harassment, intimidation or bullying)
- ☐ Foster Youth
- ☐ Assignment of Student to Course without Educational Content
- ☐ Lactating Student(s)
- ☐ Pupil fees/charges
- ☐ Homeless Students
- ☐ Other Laws/Programs (specify): _____
- ☐ Local Control & Accountability Plan
- ☐ Former Juvenile Court School Students
- ☐ Child of Military Family

For allegation(s) of unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), please check the basis of the unlawful discrimination described in your complaint, if applicable.

- ☐ Race/Ethnicity
- ☐ Ethnic Group Identification
- ☐ Medical Condition
- ☐ Sex or Sex Stereotypes
- ☐ Sexual Orientation
- ☐ Color
- ☐ Ancestry
- ☐ Nationality/National Origin
- ☐ Genetic Information
- ☐ Gender
- ☐ Gender Identity or Expression
- ☐ Age
- ☐ Religion
- ☐ Mental or Physical Disability
- ☐ Immigration Status
- ☐ Marital/Parental/Family Status
- ☐ Pregnancy or Childbirth
- ☐ Based on association with a person or group with one or more of these actual or perceived characteristics

1. Please give facts about the complaint. Provide details such as the names of those involved, dates, whether witnesses were present, etc., that might be helpful to the complaint investigator. (*If necessary, please attach additional sheets of paper.*)

   _____

   _____

2 Have you discussed your complaint or brought your complaint to any Fresno County Superintendent of Schools personnel? If you have, to whom did you take the complaint, and what was the result?

   _____

   _____

3. Please provide copies of any written documents that may be relevant or supportive of your complaint. I have attached supportive documents to this complaint: □ Yes □ No

Signed_____ Date _____

Mail complaint and any relevant documents to: Deputy Superintendent/Compliance Officer, Fresno County Office of Education, 1111 Van Ness Avenue, Fresno, CA 93721-2000

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Formulario del Procedimiento Uniforme de Quejas

Apellido _____ Nombre _____

Nombre del Estudiante (Si corresponde) _____ Fecha de Nacimiento _____

Dirección/# de Apto. _____

Ciudad _____ Estado _____ Zona Postal _____

Teléfono (casa) _____ Teléfono Celular _____ Teléfono (trabajo) _____

Escuela/Oficinia de Supuesta Violación _____

Para queja(s) de no conforme, favor de indicar el programa o actividad en referencia a su queja, si aplica:

Program(as) o Actividad(es):_____

Esta es una denuncia por incumplimiento de las leyes con respecto a:

- ☐ Discriminación ilegal (como el acoso o intimidación discriminatorio)
- ☐ Jovenes dentro del sistema de cuidado de crianza temporal
- ☐ Estudiantes sin hogar
- ☐ Estudiantes lactantes
- ☐ Costos de estudiantes
- ☐ Asignación de estudiantee en una clase sin contenido educativo
- ☐ Otras leyes/programas (indica):_____
- ☐ Plan de control local y responsabilidad
- ☐ Ex estudiantes de los tribulales de menores
- ☐ Hijo de una familia militar

Para queja(s) de discriminación ilegal (como el acoso o intimidación discriminatorio), favor de marcar la base de la discriminación ilegal describida:

- ☐ Raza/Etnia
- ☐ Identificación de Grupo Étnico
- ☐ Estado de inmigración
- ☐ condición médica
- ☐ Sexo o Estereotipos sexuales
- ☐ Orientación Sexual
- ☐ Color
- ☐ Ascendencia
- ☐ Nationalidad/Origen Nacional
- ☐ Género
- ☐ Identidad de género
- ☐ Espresión de género
- ☐ Edad
- ☐ Religión
- ☐ Discapacidad Física o Mental
- ☐ Información genético
- ☐ Estado civil o situación familiar
- ☐ Embarazo o parto
- ☐ Basado sobre la asociación con una persona o grupo con una o mas de estas caracteristicas actuales o percibaidas

1. Favor de explicar los hechos acerca de la queja. Favor de proporcionar los detalles como los nombres de las personas involucradas, fechas, si había testigos presentes, etc., que puedan ser útiles para el investigador de quejas. (*En caso necesario, por favor adjuntar hojas adicionales.*)

   _____
   _____

2. ¿Ha dialogado usted o traído su queja a cualquier personal de la Oficina de Educatión del Condado de Fresno? ¿Si usted lo ha hecho, a quen le llevo la queja y cual fue el resultado?

   _____
   _____

3. Favor de proporcionar copias de cualquier documento por escrito que puedan ser pertinentes o que apoyen su queja. He adjuntado documentos de apoyo: □ Si □ No

Firma_____ Fecha _____

Favor de enviar por correo la queja y documentos a: Deputy Superintendent/Compliance Officer, Fresno County Office of Education, 1111 Van Ness Avenue, Fresno, CA 93721-2000