

## FRESNO COUNTY SUPERINTENDENT OF SCHOOLS

**Community Relations  
UNIFORM COMPLAINT PROCEDURES**

This administrative regulation establishes the Uniform Complaint Procedures (UCP) to be used to investigate and resolve only complaints specified in Superintendent and Board Policy 1312.3.

Compliance Officer

For the purposes of receiving, investigating, and coordinating response to complaints under this administrative regulation and ensuring County Board and County Superintendent compliance with applicable laws and regulations, the County Board and County Superintendent designate the following compliance officer:

Deputy Superintendent, Instructional Division  
Fresno County Office of Education  
1111 Van Ness Avenue  
Fresno, California 93721-2000  
(559) 265-3090

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 County Superintendent or designee who shall determine how the complaint will be investigated.

County 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 (such as discriminatory 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, any appropriate administrator shall determine whether they believe interim measures are necessary during and pending the result of an investigation. If they believe interim measures necessary, the compliance officer or the administrator shall consult with the County Superintendent or the County Superintendent's designee regarding the potential implementation of one or more interim measures. If interim measures are determined to be necessary by the County Superintendent or the County Superintendent's designee, the interim measures shall remain in place until the County Superintendent or the County Superintendent's designee determines that they are no longer necessary or until the issuance of the final written decision, whichever occurs first.

**FRESNO COUNTY SUPERINTENDENT OF SCHOOLS**Notifications

The Uniform Complaint Procedures (Superintendent and Board Policy/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.)

County Superintendent or designee shall annually provide written notification of these Uniform Complaint Procedures to students, employees, parents/guardians, school and County Superintendent advisory committees, appropriate private school officials or representatives, and other interested parties. The notification shall include:

1. A statement that the County Board and County Superintendent 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 Superintendent and 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 persons will be knowledgeable about the laws and programs that they are assigned to investigate
3. A statement that a UCP complaint must be filed no later than one year from the date the alleged violation occurred
4. A statement that, in the case of a complaint alleging unlawful discrimination, harassment, intimidation, or bullying, a UCP complaint 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 rights of foster youth, homeless students, former juvenile court school students now enrolled in County Superintendent/County Board schools, children of military families, migrant students, and immigrant students enrolled in a newcomer program, as specified in Education Code 48853, 48853.5, 49069.5, 51225.1, and 51225.2, and the complaint process

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**FRESNO COUNTY SUPERINTENDENT OF SCHOOLS**

8. A statement that complaints will be investigated in accordance with the County Board and County Superintendent'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 the complainant has a right to appeal the County Superintendent's investigation report to CDE for programs within the scope of the UCP by filing a written appeal, including a copy of the original complaint and the decision, within 30 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 antidiscrimination laws, if applicable
11. A statement that copies of the County Board and County Superintendent'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 County Board and County Superintendent's web site and may also be provided through - supported social media, if available.

The County 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 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.

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, County Superintendent 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 County Board or County Superintendent violation of applicable state or federal law or regulations governing the programs specified in the accompanying Superintendent and 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 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 principal of the school or with the County Superintendent or designee

## FRESNO COUNTY SUPERINTENDENT OF SCHOOLS

3. A UCP complaint 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 County Board approves the LCAP that was adopted by the County Superintendent
4. A complaint alleging unlawful discrimination (such as discriminatory 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. The complaint 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 County Superintendent or designee for good cause upon written request by the complainant setting forth the reasons for the extension (5 CCR 4630)
5. When a complaint alleging unlawful discrimination (such as discriminatory 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
6. When the complainant of unlawful discrimination (such as discriminatory 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

The compliance officer, in consultation with County Superintendent or designee, decides whether to utilize an alternative method for resolving the allegations in a complaint, including, but not limited to, mediation. If the parties agree and an alternative method is used, the compliance officer shall establish a timeline that does not exceed the time period allowed for investigating and resolving the complaint by County Superintendent or County Board. 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 mediation is used, County Superintendent shall pay for the services of the mediator. The compliance officer shall provide the mediator with copies of all relevant policies and administrative regulations and applicable laws and regulations. The compliance officer shall be

**FRESNO COUNTY SUPERINTENDENT OF SCHOOLS**

responsible for designating which County Superintendent staff shall participate in the mediation on behalf of County Superintendent.

If mediation is to be used for a complaint alleging unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), before initiating the process, the compliance officer shall ensure that all parties agree to make the mediator a party to related confidential information. The compliance officer shall also notify all parties of the right to end the informal process at any time.

If an alternative method does not resolve the problem within the parameters of law, the compliance officer shall proceed with his/her investigation of all unresolved issues subject to these Uniform Complaint Procedures. The use of mediation shall not extend the timelines for investigating and resolving the complaint unless the complainant agrees in writing to such an extension of time. If an alternative method of resolution is successful and the complaint is withdrawn, then the County Board and County Superintendent shall take only the actions agreed upon through the alternative method. If the alternative method is unsuccessful, the compliance officer 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.

The compliance officer may assign portions of the investigation to other County Superintendent staff but shall not delegate primary responsibility for conducting and coordinating the investigation and issuing the investigation report. Furthermore, the compliance officer shall ensure that employees designated to investigate complaints are knowledgeable about the laws and programs they are assigned to investigate and the requirements of this administrative regulation.

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 both parties of the status of the investigation.

To investigate a complaint alleging retaliation or unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), the compliance officer, or designee, shall interview the alleged victim(s), any alleged offenders, and other relevant witnesses privately, separately, and

**FRESNO COUNTY SUPERINTENDENT OF SCHOOLS**

in a confidential manner. Investigation of discrimination complaints shall be conducted in a manner that protects confidentiality of the parties and maintains the integrity of the process. Appropriate disclosure will vary in each case depending on the facts and circumstances. 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 engagement in any other obstruction of the investigation may result in the dismissal of the complaint because of a lack of evidence to support the allegation. Similarly, a respondent'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 engagement in 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)

In accordance with law, the County Board and/or County Superintendent shall provide the investigator with access to records and other information related to the allegation in the complaint and shall not in any way obstruct the investigation. Failure or refusal of the County Board or County Superintendent to cooperate in 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)

For any complaint alleging unlawful discrimination (such as discriminatory 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.

**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 Board and/or County Superintendent 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

**FRESNO COUNTY SUPERINTENDENT OF SCHOOLS**

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 decision or are affected by the complaint, as long as the privacy of the parties is protected. In a complaint alleging unlawful discrimination (such as discriminatory harassment, intimidation, and bullying), notice of the decision 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 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 based on state law (such as discriminatory harassment, intimidation, and bullying), 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 seeking assistance from mediation centers or public/private interest attorneys, 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](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 may adopt any appropriate corrective action permitted by law. Appropriate corrective actions that focus on the larger school or County environment may include, but are not limited to, actions to reinforce Superintendent and Board Policy; training for faculty, staff, and students; updates to school policies; or school climate surveys.

**FRESNO COUNTY SUPERINTENDENT OF SCHOOLS**

For complaints involving retaliation or unlawful discrimination (such as discriminatory 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 involving retaliation or unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), appropriate corrective actions that focus on a student offender may 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 (such as discriminatory harassment, intimidation, or bullying), the County Superintendent shall take appropriate disciplinary action, 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

**FRESNO COUNTY SUPERINTENDENT OF SCHOOLS**

behavior that constitute unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), that the County Board and County Superintendent 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 laws 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, 51223, 52075)

For complaints alleging noncompliance with the laws regarding student fees, County Superintendent or designee shall attempt in good faith, by engaging in reasonable efforts, 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 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)

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 as 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 an 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)

## FRESNO COUNTY SUPERINTENDENT OF SCHOOLS

1. A copy of the original complaint
2. A copy of the decision
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)

Health and Safety Complaints in License-Exempt Preschool Programs

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.

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 web site. (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

**FRESNO COUNTY SUPERINTENDENT OF SCHOOLS**

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. 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

**FRESNO COUNTY SUPERINTENDENT OF SCHOOLS**

**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:**

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

**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.**

- |  |  |  |
|--|--|--|
| <input type="checkbox"/> Race/Ethnicity  | <input type="checkbox"/> Color                                 | <input type="checkbox"/> Age                               |
| <input type="checkbox"/> Sex (Actual/Perceived)  | <input type="checkbox"/> Sexual Orientation (Actual/Perceived) | <input type="checkbox"/> Gender                            |
| <input type="checkbox"/> Ethnic Group Identification   | <input type="checkbox"/> Ancestry                              | <input type="checkbox"/> Religion                          |
| <input type="checkbox"/> Gender Identity   | <input type="checkbox"/> Nationality/National Origin           | <input type="checkbox"/> Mental or Physical Disability     |
| <input type="checkbox"/> Medical Condition   | <input type="checkbox"/> Gender Expression                     | <input type="checkbox"/> Marital/Pregnancy/Parental Status |
| <input type="checkbox"/> Based on association with a person or group with one or more of these perceived characteristics | <input type="checkbox"/> Genetic Information                   | <input type="checkbox"/> Immigration Status                |

- 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.)*  
 \_\_\_\_\_  
 \_\_\_\_\_
- 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?  
 \_\_\_\_\_  
 \_\_\_\_\_
- 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

FRESNO COUNTY SUPERINTENDENT OF SCHOOLS

**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/Oficina 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:**

<input type="checkbox"/> Discriminación ilegal (como el acoso o intimidación discriminatorio)	<input type="checkbox"/> Estudiantes lactantes	<input type="checkbox"/> Plan de control local y responsabilidad
<input type="checkbox"/> Jóvenes dentro del sistema de cuidado de crianza temporal	<input type="checkbox"/> Costos de estudiantes	<input type="checkbox"/> Ex estudiantes de los tribunales de menores
<input type="checkbox"/> Estudiantes sin hogar	<input type="checkbox"/> Asignación de estudiantes en una clase sin contenido educativo	<input type="checkbox"/> Hijo de una familia militar
	<input type="checkbox"/> Otras leyes/programas (indica): _____	

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

<input type="checkbox"/> Raza/Etnia	<input type="checkbox"/> Color	<input type="checkbox"/> Edad
<input type="checkbox"/> Sexo (real/percibida)	<input type="checkbox"/> Orientación Sexual (real/percibida)	<input type="checkbox"/> Género
<input type="checkbox"/> Identificación de Grupo Étnico	<input type="checkbox"/> Ascendencia	<input type="checkbox"/> Religión
<input type="checkbox"/> Identidad de género	<input type="checkbox"/> Nacionalidad/Origen Nacional	<input type="checkbox"/> Discapacidad Física o Mental
<input type="checkbox"/> Estado de inmigración	<input type="checkbox"/> Expresión de género	<input type="checkbox"/> Información genético
<input type="checkbox"/> condición médica		<input type="checkbox"/> Estado civil/de embarazo/parental
<input type="checkbox"/> Basado sobre la asociación con una persona o grupo con una o mas de estas características actuales o percibidas		

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 Educación del Condado de Fresno? ¿Si usted lo ha hecho, a quien 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