

Nondiscrimination

The Governing Board is committed to equal opportunity for all individuals in education. District programs, activities and services shall be free from unlawful discrimination based on race, color, religion, sex, sexual orientation, age, ancestry, national origin, ethnicity, gender, marital or parental status, physical or mental disability, sexual harassment or any other unlawful consideration. The Board shall promote programs which ensure that discriminatory practices are eliminated in all district activities.

Any student who engages in discrimination of another student or anyone from the district may be subject to disciplinary action up to and including expulsion. Any employee who permits or engages in unlawful discrimination may be subject to disciplinary action up to and including dismissal.

Any student, staff member, or parent who feels that unlawful discrimination has occurred should immediately contact a teacher, the school principal, or district Title IX/Compliance Officer. If the concern is not resolved, a formal complaint may be initiated at the school or by directly contacting the district's Title IX/compliance Officer. Copies of the Uniform Complaint Form may be obtained from the school office or Title IX/Compliance Officer.

Sexual Harassment

The district has adopted the following strict policy containing rules and procedures for reporting sexual harassment and pursuing remedies.

The Governing Board prohibits unlawful sexual harassment of or by anyone in or from the District. Sexual harassment is unwelcome sexual advances, requests for sexual favors, and other verbal, visual, or physical contact of a sexual nature made by someone from or in the work or educational setting. Any student who engages in sexual harassment of another student or anyone from the district may be subject to disciplinary action up to and including expulsion. Any employee who permits or engages in sexual harassment may be subject to disciplinary action up to and including dismissal.

Any student, staff member, or parent who feels that unlawful sexual harassment has occurred should immediately contact a teacher, the school principal, or district Title IX/Compliance Officer. If the concern is not resolved, a formal complaint may be initiated at the school or by directly contacting the Title IX/Compliance Officer. Copies of the Uniform Complaint may be obtained from the school office or Title IX/Compliance Officer.

To File a Complaint

1. **Filing a Complaint:** Obtain a copy of the *Uniform Complaint Form* from the school or Title IX/Compliance officer. Submit the complaint form to the school principal or Title IX/Compliance Officer.
2. **Mediation:** Mediation is optional. It involves a third party who assists the parties in resolving the dispute. If mediation is used, the time lines are extended by 30 days.
3. **Investigation:** The district will investigate the complaint and provide a written report of the investigation and decision within 40 days of when the complaint is filed.
4. **Appeals:** If the person making the complaint disagrees with the district's decision, he/she has 5 days to appeal the decision to the school district's Governing Board; or alternatively, 15 days to appeal the decision to the California Department of Education.
5. A person filing a complaint may also seek civil law remedies, subject to certain time lines as noted within the district's Uniform Complaint Board Policy.

Complaints will be kept as confidential as appropriate.

The district prohibits retaliation against any participant in the complaint process. Each complaint shall be investigated promptly and in a way that respects the privacy of all parties concerned.

**If you have a complaint contact a teacher,
principal, site administrator or:
Title IX Coordinator
Rusty S. Clark
Superintendent
22580 Kingston Ln.
Grass Valley, CA 95949
Phone: (530) 268-2800**