

103. (NON-TITLE IX) DISCRIMINATION COMPLAINT PROCEDURES

**DISCRIMINATION
COMPLAINT PROCEDURES**

The Discrimination Complaint Procedures prescribed in this attachment apply to reports of retaliation or discrimination on the basis of race, color, age, religions creed, religion, sex, gender identity, sexual orientation, ancestry, national origin, marital status, pregnancy or related conditions, or handicap/disability that do not constitute Title IX ~~sex-based~~ discrimination or sex-based harassment as defined in the Policy 103.

All reports of discrimination will be reviewed by the Title IX Coordinator upon receipt to determine if the allegations meet the definition and parameters of ~~sex-based~~ discrimination and sex-based harassment under Title IX. If the result of this review determines that the allegations fall within the scope of Title IX ~~sex-based~~ discrimination and sex-based harassment, then the Grievance Procedures set forth for Title IX ~~Sex-Based~~ Discrimination and Sex-Based Harassment will be followed.

[Note: ~~if the same individual is~~ If the school district in Policy 103 -determined that the district's Title IX Coordinator is also assigned to the roles and responsibilities of Compliance Officer and no separate "Compliance Officer" exists, substitute the term "Title IX Coordinator" wherever the term "Compliance Officer" is used in these Discrimination Complaint Procedures. of Title IX Coordinator and Compliance Officer through Policy 103, please revise the terminology in this document to reflect the position of Title IX Coordinator/Compliance Officer throughout.]

All reports of discrimination and retaliation brought pursuant to the district's discrimination policy **will** also be reviewed for conduct which may not be proven discriminatory under Policy 103 but merits review and possible action under the Code of Student Conduct and other Board policies. (Pol. 103.1, **113.1**, 218,233,247,249,252)

Reasonable Accommodations

Throughout the discrimination complaint procedures, the district **will** make reasonable accommodations for identified physical and intellectual impairments that constitute disabilities for all parties, and address barriers being experienced by disadvantaged students such as English learners, homeless students **and other students experiencing educational instability**, consistent with the requirements of federal and state laws and regulations and Board policy. (Pol. 103.1, 113,138,234,251,906)

Required Reporting Under Other Policies

In addition to implementing the **complaint** procedures, the building principal or Compliance Officer/Title IX Coordinator **will** ensure that reported conduct which meets the definition of other laws, regulations or Board policies, is also appropriately addressed in accordance with the applicable laws, regulations or Board policies, including but not limited to, incidents **involving school safety**, reports of educator misconduct, **bullying**, threats or reports of suspected child abuse. (Pol. 218, **218.1, 218.2**, 249,317.1, 806,824)

Timeframes

These Discrimination Complaint Procedures establish Reasonably prompt timeframes for the completion of each step of the discrimination complaint procedures, including timeframes for filing and resolving appeals.

The established timeframes included in these procedures may be adjusted to allow for a temporary delay or a limited extension of time for good cause. Written notice of the delay or extension and the reason for such action **will** be provided to the Complainant and the Respondent, and documented with the records of the complaint. Good cause may include, but is not limited to, considerations such as:

1. The absence of a party or a witness.
2. **Request from law enforcement or child welfare agency.**
3. Need for language assistance or accommodation of disabilities.

PROCEDURES FOR COMPLAINTS OF DISCRIMINATION

Step 1 - Reporting

A student or individual who believes they have been subject to discrimination by any student, employee or third party is encouraged to immediately report the incident to the building principal using the Discrimination/Harassment/Bullying/Hazing/Dating Violence/Retaliation Report Form or by making a general report **orally** or in writing to the building principal.

Parents/Guardians of students have the right to act on behalf of the Complainant, the Respondent or other individual at any time for purposes of making a complaint.

Any person with knowledge of discrimination in violation of Board policy or this procedure is encouraged to immediately report the matter to the building principal.

A school employee who suspects or is notified that a student has been subject to discrimination **will** immediately report the incident to the **Title IX Coordinator or Compliance Officer**. Additionally, employees who have reasonable cause to suspect that a child is the

victim of child abuse **will** immediately report the suspected abuse, in accordance with applicable law, regulations and Board policy. (Pol. 806)

The building principal **will** immediately notify the Title IX Coordinator and Compliance Officer of reported discrimination.

If the **Title IX Coordinator or Compliance Officer** is the subject of a complaint, the student, third party or employee **will** report the incident directly to the **Superintendent or designee**.

The Complainant or reporting individual **will** be encouraged to use the Discrimination/Harassment/Bullying/Hazing/Dating Violence/Retaliation Report Form, however, complaints **will** be accepted in person, by phone, by mail or email, or by any other means that results in the appropriate individual receiving the **oral** or written report. **Oral** reports **will** be documented using the Discrimination/Harassment/Bullying/Hazing/Dating Violence/Retaliation Report Form, and these procedures **will** be implemented.

The Title IX Coordinator **will** review reports and complaints, and may gather additional information from the individual submitting the report and other parties identified in the report using the Discrimination/Harassment/Bullying/Hazing/Dating Violence/Retaliation Report Form. The Title IX Coordinator **will** promptly contact the Complainant regarding the report to gather additional information as necessary

The Title IX Coordinator **will** conduct an assessment to determine whether the reported circumstances are most appropriately addressed through the Discrimination Complaint Procedures prescribed in this **document**, or if the reported circumstances meet the definition and parameters of Title IX sex discrimination or sex-based harassment and are most appropriately addressed through the Grievance **Procedures**, or other applicable Board policies.

If the Title IX Coordinator determines that the report should be addressed through the discrimination complaint procedures, the Compliance Officer **will** be notified and the complaint procedures in this **document will be** implemented.

When any party is an identified student with a disability, or thought to be a student with a disability, the Title IX Coordinator **will** notify the Director of Special Education and coordinate to determine whether additional steps must be taken for the party, while the discrimination complaint procedures are implemented. Such measures may include, but are not limited to, conducting a manifestation determination, functional behavioral assessment (FBA) or other assessment or evaluation, in accordance with applicable law, regulations **and** Board policy.

FBA's must be conducted when a student's behavior interferes with the student's learning or the learning of others and information is necessary to provide appropriate educational programming, and when a student's behavior violates the Code of Student Conduct and is determined to be a manifestation of a student's disability. (Pol. 113, 113.1, 113.2, 113.3)

Step 2 - Initial Communications/Supports

The Complainant **will** be informed about the Board's policy on discrimination, including the right to an investigation of both **oral** and written reports of discrimination.

The building principal or designee, in consultation with the Compliance Officer, Title IX Coordinator and other appropriate school officials, **will** promptly implement appropriate measures to protect the Complainant and others as necessary from violation of the policy throughout the course of the investigation.

The building principal or designee may provide to the Complainant factual information on the complaint and the investigative process, the impact of choosing to seek confidentiality and the **opportunity to report the incident(s) to law enforcement**. The person accepting the report/complaint **will** handle the report objectively, neutrally and professionally, setting aside personal biases that might favor or disfavor the Complainant or Respondent.

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When a parent/guardian of a Complainant requests confidentiality and will not consent to the Complainant's participation in an investigation, the building principal or designee **will** explain that the school **will** take all reasonable steps to investigate and respond to the complaint consistent with that request for confidentiality as long as doing so does not preclude the school from responding effectively to the discrimination and preventing discrimination that affects other students.

The building principal or Compliance Officer **will** provide relevant information on resources available in addition to the discrimination complaint procedure, such as making reports to **law enforcement**, available assistance from domestic violence or rape crisis programs and community health resources, including counseling resources.

Informal Remedies -

At any time after a complaint has been reported, if the Compliance Officer believes the circumstances are appropriate, the Compliance Officer may offer the parties involved in the complaint the opportunity to participate in informal remedies to address the reported conduct. Informal remedies can take many forms, depending on the particular case. Examples include, but are not limited to, mediation, facilitated discussions between the parties, restorative practices, acknowledgment of responsibility by a Respondent, apologies, a requirement to engage in specific services or other measures to support the parties.

If the matter is resolved to the satisfaction of the parties, the district employee facilitating the informal remedies **will** document the nature of the complaint and the proposed resolution of the matter, have both parties sign the documentation to indicate agreement with the resolution and receive a copy, and forward it to the Compliance Officer.

If the complaint is informally resolved, and to the extent necessary, the Title IX Coordinator shall take other appropriate prompt and effective steps to ensure the elimination of any hostile environment and its effects (if any) and to prevent the harassment from recurring.

*If the informal remedies result in the final resolution of the complaint, the following steps are not applicable.

Step 3 - Investigation

The Compliance Officer **will** assess whether the investigation should be conducted by the building principal, another district employee, the Compliance Officer or an attorney and **will** promptly assign the investigation to that individual. When a parent/guardian has requested confidentiality and will not consent to the **Complainant's** participation in an investigation, the Compliance Officer **will** provide the parent/guardian with a letter containing information related to the district's legal obligations to conduct an investigation and address violations of Board policy, and any other information appropriate to the specific complaint.

The Compliance Officer **will** ensure that the individual assigned to investigate the complaint has an appropriate understanding of the relevant laws pertaining to discrimination and retaliation issues and Board policy, and how to conduct investigations

The investigator **will** work with the Compliance Officer to assess the anticipated scope of the investigation, who needs to be interviewed and what records or evidence may be relevant to the investigation.

The investigator **will** conduct an adequate, reliable and impartial investigation. The **Complainant** and the **Respondent** may suggest additional witnesses and provide other evidence during the course of the investigation. When the initial complaint involves allegations relating to conduct which took place away from school property, school-sponsored activities or school conveyances, the investigator shall gather evidence sufficient to determine whether the alleged conduct contributed to the creation of a hostile environment on the basis of one of the protected characteristics or classifications identified in the policy within the district's education program or activity.

The investigation may consist of individual interviews with the Complainant, the Respondent, and others with knowledge relative to the allegations. The investigator may also evaluate any other information and materials relevant to the investigation. The person making the report, parties, parents/guardians and witnesses **will** be informed of the prohibition against retaliation for anyone's participation in the process and that conduct believed to be retaliatory should be reported. All individuals providing statements or other information or participating in the investigation **will** be instructed to keep the matter confidential and to report any concerns about confidentiality to the investigator.

If the investigation reveals that the conduct being investigated may involve a violation of criminal law, the investigator **will** promptly notify the Compliance Officer, who **will** promptly inform law enforcement authorities about the allegations.

The obligation to conduct this investigation **will** not be negated by the fact that a criminal or child protective services investigation of the allegations is pending or has been concluded. The investigator should coordinate with any other ongoing investigations of the allegations, including agreeing to requests for a delay in fulfilling the district's investigative responsibilities during the fact-finding portion of a criminal or child protective services investigation. Such delays **will** not extend beyond the time necessary to prevent interference with or disruption of the criminal or child protective services investigation, and the reason for such delay **will** be documented by the investigator.

Step 4 – Written Determination

The investigator will share the evidence collected through the investigation with the Compliance Officer within

{ x } thirty (30) school days

of the initial report of alleged discrimination, unless the nature of the allegations, anticipated extent of the investigation or the availability of witnesses requires the investigator and the Compliance Officer to establish a different due date.

Based on the evidence collected during the investigation, the Compliance Officer shall
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The Complainant and the Respondent **will** be informed of the outcome of the investigation and the Compliance Officer's determination, for example, whether the Compliance Officer believes the allegations to be founded or unfounded, within a reasonable time of that determination being made, to the extent authorized by the Family Educational

Rights and Privacy Act (FERPA) and other applicable laws. The **Respondent** **will** not be notified of the individual remedies offered or provided to the **Complainant**.

Step 5 - District Action

If the investigation **and determination of the Compliance Officer** results in a finding that some or all of the allegations of the discrimination complaint are founded and constitute a violation of Board policy, the district **will** take prompt, corrective action designed to ensure that such conduct ceases and that no retaliation occurs. The district **will** promptly take appropriate steps to prevent the recurrence of the prohibited conduct and to address the discriminatory effect the prohibited conduct had on the **Complainant** and the district education program or activity. District staff shall document the corrective action taken and, where not prohibited by law, inform the **Complainant**. The Compliance Officer **will** follow up by assessing the effectiveness of the corrective action at reasonable intervals.

If an investigation **and determination of the Compliance Officer** results in a finding that a different policy was violated separately from or in addition to violations of Policy 103 or these procedures, or that there are circumstances warranting further action, such matters **will** be addressed at the conclusion of this investigation or through disciplinary or other appropriate referrals where further evaluation or investigation is necessary. (Pol. 113.1, 218,233,247,249,317.1, **806,824**)

Any disciplinary action/s **recommended by the Compliance Officer** **will** be consistent with the Code of Student Conduct, Board policies and administrative regulations, district procedures, applicable collective bargaining agreements and state and federal laws and regulations. (Pol. 103, 104, 113.1, 218, 233, 317, 317.1)

Appeal Procedure

If the **Complainant** or the **Respondent** is not satisfied with **the outcome at the conclusion of these** procedures or with recommended corrective action, they may submit a written appeal to the Compliance Officer within **five** (5) school days of **being informed** of the outcome of the investigation. If the Compliance Officer investigated the complaint, such appeal **will** be made to the Superintendent.

The individual receiving the appeal **will** review the **evidence collected during the investigation** and may also conduct or designate another person to conduct a reasonable supplemental investigation to assess the sufficiency and propriety of the prior investigation.

The person handling the appeal **will** prepare a written response to the appeal within

{ } twenty (20) school days.

Copies of the response **will** be provided to the Complainant, the Respondent and the investigator who conducted the initial investigation.

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