

Statement of Non-Discrimination

The Governing Board of the RBJUHD prohibits, at any district school or school activity, unlawful discrimination, harassment, intimidation, and bullying of any student based on the student's actual race, color, ancestry, national origin, ethnic group identification, age, religion, marital or parental status, physical or mental disability, sex, sexual orientation, gender, gender identity, or gender expression; the perception of one or more of such characteristics; or association with a person or group with one or more of these actual or perceived characteristics. The District will take steps to assure that the lack of English will not be a barrier to admission and participation in District programs. Complaints alleging noncompliance with the District's policy of non-discrimination should be directed to the Superintendent's Office of the Red Bluff Joint Unified High School District office at 1525 Douglas Street, Red Bluff, California, 96080; 530-529-8700. A copy of the District's non-discrimination policy is available from the District Office.

Americans with Disabilities Act

Please contact the Superintendent's Office at (530) 529-8700 should you require a disability-related modification or accommodation in order to participate in meetings or visit the district office. This request should be received at least 48 hours prior to the meeting in order to accommodate your request. Thank you!

UNIFORM COMPLAINT PROCEDURES

NOTICE Fall 2015

To: Parents/Guardians/Students Advisory Committee Members Employees All Other Interested Parties

From: Todd A. Brose, Superintendent

This is to advise you of your right to file a written complaint as provided by Title 5, California Code of Regulations: Section 4600-4671. Uniform Complaint Procedures were developed in accordance with state law to respond to complaints against the Red Bluff Joint Union High School District involving educational programs operated with state or federal funds.

These complaint procedures may also be used to file complaints charging that the Red Bluff Joint Union High School District has discriminated based on someone's disability (prohibited by federal regulations in Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990) or discriminated based on his/her gender (Prohibited by federal regulations in Title IX of the Education Amendments of 1972).

The Board encourages the early, informal resolution of complaints at the site level whenever possible.

What Programs are covered?

Categorical aid programs, vocational education, special education, child nutrition, child development programs and any other program benefiting from state or federal funds in which discrimination occurs based on race, religion, national origin, age (40 and above), gender (including sexual harassment), color, physical or mental disability, medical condition (cancer related), marital status, ancestry, or political belief or affiliation are covered by these complaint procedures.

How to Submit a Complaint

Any person, organization, or public agency concerned about a violation of state or federal regulations governing a categorical aid program, vocational education, special education, child nutrition, or child development programs is to submit a written complaint to either one of the following compliance officers:

Karen Borrer
Director of Human Resources
1525 Douglass Street
Red Bluff, CA 96080
(530) 529-8700

Notice is given that confidentiality will be observed to every extent possible and the Red Bluff Joint Union High School District prohibits retaliation against anyone who files a complaint or anyone who participates in the complaint investigation process. Complaints are further advised that civil law remedies, including, but not limited to, injunctions, 36 restraining orders, or other orders, may also be available to them. (This office will provide assistance to those who cannot complete a written complaint.)

Mediation

Within three (3) days of receiving the complaint, the Compliance Office shall informally discuss with the complainant the possibility of using mediation if all parties agree.

How a Complaint is Investigated and Answered

Each complaint is investigated by the appropriate division, which must do the following within sixty (60) days:

1. Provide an opportunity for the person or organization complaining and Red Bluff Joint Union High School District personnel to present information related to the complaint.
2. Obtain specific information from other persons familiar with events and locations related to the complaint.
3. Review related documents.
4. Prepare a written report (in English and in the language of the complainant) on findings and recommended solutions.
5. Notify the person or organization of appeal procedures.
6. Discrimination complaints must be filed within six months of the alleged action or occurrence.

How to Appeal

Persons or organizations disagreeing with the original decision have fifteen (15) days after receipt of the decision to file an appeal. The appeal must be in writing and must include a copy of the original complaint and of the decision provided to them. The appeal should be sent to:

California Department of Education
Office of the Superintendent of Public Instruction
P. O. Box 944272
Sacramento, CA 94244-2720

Annual Notification

The Superintendent or designee shall meet the notification requirements of the Code of Regulations, Title 5, Section 4622, including the annual dissemination of Red Bluff Joint Union High School District complaint procedures and information about available appeals, civil law remedies, and conditions under which a complaint may be taken directly to the California Department of Education.

Listed below is free or low-cost legal assistance that is available within this area:

Legal Services of Northern California

1370 West Street

Redding, California 96001

530-241-3565

or

541 Normal Avenue

Chico, California 95926

530-534-9221