



**Capistrano Unified School District**  
San Juan Capistrano, California

## **UNIFORM COMPLAINT POLICY**

The Capistrano Unified School District prohibits discrimination, harassment, intimidation, and bullying in all district activities, programs, and employment against any person based on actual or perceived gender, gender identity, gender expression, or genetic information, sex, sexual orientation, race, ethnicity, color, ancestry, nationality, national origin, ethnic group identification, age, religion, marital or parental status, pregnancy, physical or mental disability, immigration status, or any other characteristic identified in Education Code sections 200 or 220, Government Code section 11135, or Penal Code section 422.55, or based on association with a person or group with one or more of these actual or perceived characteristics. (5 C.C.R. § 4610.)

The District has adopted policies establishing a Uniform Complaint Procedure (UCP). (See Board Policy 1312.3, and Administrative Regulation 1312.3.) The UCP policy addresses how complaints alleging a violation of federal or state laws or regulations, which may include allegations of unlawful discrimination, harassment, intimidation and/or bullying, including noncompliance with laws relating to pupil fees and LCAP requirements are filed, investigated and resolved.

Formal complaints of discrimination in District programs can be filed with the  
Uniform Complaint Officer/Title IX Coordinator:

Rich Montgomery  
Assistant Superintendent, Human Resource Services  
33122 Valle Road  
San Juan Capistrano, California 92675  
(949) 234-9200