



# OFFICE OF STUDENT CIVIL RIGHTS

**Mission:**  
*Ensure that all students and employees in the District have access to an equitable learning and working environment that is free from unlawful discrimination or harassment*

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Los Angeles Unified School District  
Office of the General Counsel

Individuals shall not be excluded from participation in, be denied the benefits of, or be subject to discrimination on the basis of actual or perceived legally protected characteristics.

Complaints regarding discrimination, harassment, bullying or intimidation can be made to a school's Title IX/BullyingComplaint Manager.

If a complainant is dissatisfied with the school or Region complaint resolution, the complainant may file a written complaint directly with the Office of Student Civil Rights. This will begin a formal investigation process under the Uniform Complaint Procedure (UCP) which must be completed within 60 days.

## OFFICE OF STUDENT CIVIL RIGHTS

The Office of Student Civil Rights is the District's office for supporting students' civil rights. The Office of Student Civil Rights has responsibilities to ensure compliance with federal and state nondiscrimination laws, so that all students, employees, and community have equal access to the District's programs and activities and are provided an environment that is free from discrimination, harassment, and retaliation under applicable laws and regulations (Title IX, Title VI, ADA/Section 504).



## POLICIES AND RESOURCES

ADA/Section 504 of the Rehabilitation Act of 1973  
Bullying and Hazing  
Child Abuse  
Code of Conduct with Students  
Gender Identity and Students  
Hate-Motivated Incidents/Crimes  
Nondiscrimination  
Pregnant and Parenting Students Education Rights  
Pupil Fees  
Reasonable Accommodations for Individuals with Disabilities  
Section 504 of the Rehabilitation Act of 1973  
Sexual Harassment  
Title VI of the Civil Rights Act of 1964  
Title IX of the Civil Rights Act of 1972  
Uniform Complaint Procedures (UCP)  
Williams Complaint Procedures

## TRAINING AND ASSISTANCE

### Discrimination, Harassment and Climate

Assists schools and offices in responding to compliance complaints concerning Title VI, Title IX (including gender identity/expression, sexual orientation, and LGBTQ), ADA/Section 504, conducting administrative investigations, and advising school and District Office staff regarding interim supports for incidents involving student-related harassment and/or discrimination.

### Students with Disabilities

Provides direction regarding education and civil rights laws and the District's responsibility to provide a free appropriate public education to school age individuals with disabilities, as well as assistance and technical support to all stakeholders regarding Individualized Education Programs (IEPs) or Section 504 Plans in order to ensure protections from discrimination for students with disabilities.

### Audits of State and Federally-Funded Programs

Provides assistance during audits conducted by the California Department of Education of educational equity, civil rights, and Uniform Complaint Procedures.

### Reasonable Accommodation Appeals for Employees

Coordinates and facilitates employee appeal meetings to review requests for reasonable accommodations denied at the District's Reasonable Accommodation Committee.

## COMPLAINT INVESTIGATION AND RESOLUTIONS

The Office of Student Civil Rights receives complaints and related appeals, investigates complaint allegations, provides technical assistance, and monitors completion of required corrective actions as warranted in the following complaint investigation/resolution venues addressing:

### Uniform Complaint Procedures (UCP) or Title IX

Addresses allegations of failure to comply with laws and regulations alleging discrimination, harassment, sexual misconduct, intimidation, or bullying of any protected group; retaliation for participating in the complaint process; noncompliance with laws relating to all programs and activities under UCP; unauthorized charging of pupil fees; noncompliance with physical education instructional minutes; noncompliance with education provision for pupils in foster care, who are experiencing homelessness, former juvenile court pupils now enrolled in the District, pupils in military families, newcomers and migratory education students; provision of courses without educational content and previously completed or graded courses sufficient for satisfying requirements or prerequisites for postsecondary education and receipt of a diploma; failure to reasonably accommodate lactating students; or alleging failure to comply with Local Control and Accountability Plan legal requirements.

### Williams Complaint Procedures

Equal access to instructional materials, safe and decent school facilities and qualified teachers.

### California Department of Education Special Education Compliance Complaints

Special education compliance violations filed with the State.

### Office for Civil Rights Discrimination Complaints

Discrimination, harassment, retaliation claims filed with the United States Department of Education.