

Exhibit 4030-E(1): Nondiscrimination In Employment - Complaint Form

Status: DRAFT

Original Adopted Date: 08/01/2022 | **Last Reviewed Date:** 08/01/2022

TO: County Superintendent of Schools, San Luis Obispo County Office of Education

FROM: Name(s) _____

ADDRESS: _____

TELEPHONE: _____

EMAIL ADDRESS: _____

1) Name of employee against whom the complaint is being made.

2) Complete description of the complaint, including all witnesses, dates, places and evidence necessary for a complete understanding of the complaint.

You may use additional paper to describe your complaint more fully if you so desire.

3. A description of prior attempt(s) to discuss the complaint with the employee involved.

4. The name of the County Office of Education administrator with whom the matter was discussed and the date and result of that discussion.

5. The solution that the complainant believes will resolve the complaint.

I (We) understand that the County Superintendent may request further information about this complaint, and if such information is available, I (We) shall present it upon request.

I (We) also understand that a copy of this complaint will be given to the person(s) named in the complaint, and he/she/they will be given the opportunity to respond in writing, and I (We) will receive a copy of such response.

I (We) certify under penalty of perjury that the foregoing is true and correct.

Date: _____

Signature(s): _____

Federal References

- 20 USC 1681-1688
- 28 CFR 35.101-35.190
- 29 USC 621-634
- 29 USC 794
- 34 CFR 100.6
- 34 CFR 104.7
- 34 CFR 104.8
- 34 CFR 106.8
- 34 CFR 106.9
- 34 CFR 110.1-110.39
- 42 USC 12101-12213
- 42 USC 2000d-2000d-7
- 42 USC 2000e-2000e-17
- 42 USC 2000ff-2000ff-11
- 42 USC 2000h-2-2000h-6
- 42 USC 6101-6107

Description

- Title IX of the Education Amendments of 1972; discrimination based on sex
- Americans with Disabilities Act
- Age Discrimination in Employment Act
- Rehabilitation Act of 1973, Section 504
- Compliance information
- Designation of responsible employee for Section 504
- Notice
- Designation of responsible employee and adoption of grievance procedures
- Severability
- Nondiscrimination on the basis of age
- Equal opportunity for individuals with disabilities
- Title VI, Civil Rights Act of 1964
- Title VII, Civil Rights Act of 1964, as amended
- Genetic Information Nondiscrimination Act of 2008
- Title IX of the Civil Rights Act of 1964
- Age Discrimination Act of 1975

Management Resources References

- CA Dept of Fair Employment and Housing Publication
- CA Dept of Fair Employment and Housing Publication
- CA Dept of Fair Employment and Housing Publication

Description

- Your Rights and Obligations as a Pregnant Employee
- Workplace Harassment Guide for California Employers
- Transgender Rights in the Workplace

CA Dept of Fair Employment and Housing Publication	California Law Prohibits Workplace Discrimination and Harassment
Court Decision	Thomson v. North American Stainless LP, (2011) 131 S.Ct. 863
Court Decision	Shepard v. Loyola Marymount, (2002) 102 Cal.Appl 4th 837
U.S. DOE Office for Civil Rights Publication	Notice of Non-Discrimination, August 2010
U.S. Equal Employment Opportunity Comm Publication	Enforcement Guidance: Vicarious Employer Liability for Unlawful Harassment by Supervisors, June 1999
U.S. Equal Employment Opportunity Comm Publication	EEOC Compliance Manual
Website	U.S. Equal Employment Opportunity Commission - https://simbli.eboardsolutions.com/SU/vWZpgy5hWTz73t9BVEDPpA==
Website	U.S. Department of Education, Office for Civil Rights - https://simbli.eboardsolutions.com/SU/HrN4mDOsAx53TBZ2HPwBvQ==
Website	California Department of Fair Employment and Housing - https://simbli.eboardsolutions.com/SU/RRvNseNogmlnMLyl8K40jw==

State References

Description

2 CCR 11006-11086	Discrimination in employment - https://simbli.eboardsolutions.com/SU/jUNOUneBGplusu4fVMYTIWMKA==
2 CCR 11023	Harassment and discrimination prevention and correction - https://simbli.eboardsolutions.com/SU/haAgKnrQhVJbslsh34hY5zslsh5Q==
2 CCR 11024	Required training and education on harassment based on sex, gender identity and expression, and sexual orientation - https://simbli.eboardsolutions.com/SU/WdslshVrKs4pluscfHplushNGLhCeQw==
2 CCR 11027-11028	National origin and ancestry discrimination - https://simbli.eboardsolutions.com/SU/SYk7u9LttH4epGWfUlfjdg==
5 CCR 4900-4965	Nondiscrimination in elementary and secondary education programs
Civ. Code 51.7	Freedom from violence or intimidation - https://simbli.eboardsolutions.com/SU/biK5w5xHjaslshApluscWXhrJ7ZQ==
Ed. Code 200-262.4	Educational equity; prohibition of discrimination on the basis of sex - https://simbli.eboardsolutions.com/SU/ytTLslshoozWGUAAbNL6kKkgxQ==
Gov. Code 11135	Unlawful discrimination - https://simbli.eboardsolutions.com/SU/PcUFWeMcCJnzBrKAL0EtfQ==
Gov. Code 11138	Rules and regulations
Gov. Code 12900-12996	Fair Employment and Housing Act
Gov. Code 12940-12952	Unlawful employment practices
Gov. Code 12960-12976	Unlawful employment practices; complaints
Pen. Code 422.56	Definitions, hate crimes