The Downey Unified School District has a primary responsibility to ensure compliance with applicable state and federal laws and regulations.

It shall be the policy of the Board of Education to provide procedures and regulations by which the parents, employees, District and school councils/committees, students and other interested parties of the Downey Unified School District may file a complaint with the Superintendent's designee regarding any alleged violation of state and federal laws and regulations governing educational programs, and be assured of a response to said complaint within a 60-day period of time.

The District shall follow uniform complaint procedures when addressing complaints alleging unlawful discrimination, including discriminatory harassment, intimidation or bullying in District programs and activities against any person based on his/her actual or perceived characteristics of race or ethnicity, color, ancestry, nationality, national origin, ethnic group identification, age, religion, marital or parental status, physical or mental disability, sex, sexual orientation, gender, gender identity, gender expression, or genetic information, or any other characteristic identified in Education Code 200 or 220, Government Code 11135, or Penal Code 422.55, or based on his/her association with a person or group with one or more of these actual or perceived characteristics in any program or activity including but not limited to those funded directly by or that receives or benefits from any state financial assistance. Uniform complaint procedures shall also be used when addressing complaints alleging failure to comply with state and/or federal laws or regulations governing adult education and Regional Occupational Centers and programs, consolidated categorical aid programs, migrant education, career technical and technical education and training programs, child care and development programs, child nutrition programs, and special education programs, federal school safety planning requirements, lactation accommodations, foster and homeless students, course periods without education content and physical education instructional minutes.

The District shall follow uniform complain procedures when addressing:

- Any complaint alleging bullying in District programs and activities, regardless of whether the bullying is based on his/her actual or perceived characteristics of race or ethnicity, color, ancestry, nationality, national origin, ethnic group identification, age, religion, marital or parental status, physical or mental disability, sex, sexual orientation, gender, gender
identity, gender expression, or genetic information, or any other characteristic identified in Education Code 200 or 220, Government Code 11135, or Penal Code 422.55, or based on his/her association with a person or group with one or more of these actual or perceived characteristics.

- Any complaint alleging District violation of the prohibition against requiring students to pay fees, deposits, or other charges for participation in educational activities.

- Any complaint alleging that the District has not complied with legal requirements related to the implementation of the local control and accountability plan.

The Superintendent or designee will ensure that the persons assigned responsibility for compliance and investigations of complaints are knowledgeable about the law/programs.

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

The Board acknowledges and respects every individual’s right to privacy. Discrimination complaints shall be investigated in a manner that protects the confidentiality of the parties and the facts. This includes keeping the identity of the complainant confidential except to the extent necessary to carry out the investigation or proceedings, as determined by the Superintendent or designee on a case-by-case basis.

The Board prohibits retaliation or harassment in any form for participating in complaint procedures, including but not limited to the filing of a complaint or the reporting of instances of discrimination. Such participation shall not in any way affect the status, grades or work assignments of the complainant.

The Board recognizes that a neutral mediator can often suggest a compromise that is agreeable to all parties in a dispute. In accordance with uniform complaint procedures, whenever all parties to a complaint agree to try resolving their problem through mediation, the Superintendent or designee shall initiate mediation. The Superintendent or designee shall ensure that mediation results are consistent with state and federal laws and regulations.
The complaint procedure will be disseminated annually to students, employees, parents or guardians of its students, school and district advisory committees, appropriate private school officials or representatives, and other interested parties. A dissemination log will be maintained.