The Governing Board of the San Francisco Unified School District is committed to equal opportunity for all individuals in education and desires to provide a safe school environment that allows all pupils equal access and opportunities in the District’s academic and other educational support programs, services, and activities. District programs, activities, and practices shall be free from unlawful discrimination, harassment, intimidation, and bullying of any pupil based on the pupil'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. This policy applies to all acts related to school activity or school attendance occurring within a school under the jurisdiction of the superintendent of the school district (Education Code 234.1).

Any pupil who feels that he/she has been subjected to discrimination, harassment, intimidation, or bullying should immediately contact the Principal, or any other staff member, or the Compliance Coordinator. In addition, any pupil who observes any such incident should report the incident to the Principal or Compliance Coordinator, whether or not the victim files a complaint. The District also prohibits any form of retaliation against any pupil who files a complaint or report regarding an incident of discrimination, harassment, intimidation, or bullying.

Any school employee who observes an incident of discrimination, harassment, intimidation, or bullying shall report the incident to the Principal or Coordinator, whether or not the victim files a complaint. In addition, the employee shall immediately intervene when safe to do so. (Education Code 234.1)

Grievance Procedures

Complaints may be filed with either the school-site or the Office of Equity. Upon receiving a complaint of discrimination, harassment, intimidation, or bullying, the Principal shall immediately investigate the complaint in accordance with the site-level grievance procedures specified in AR 5166. Upon receiving a complaint of discrimination, harassment, intimidation, or bullying, the Compliance Coordinator shall immediately investigate the complaint in accordance with the Uniform Complaint procedures specified in AR 1342.

Resolution of school-site complaints may be appealed to the Office of Equity. Upon receiving an appeal, the Compliance Coordinator shall immediately investigate the complaint in accordance with the Uniform Complaint procedures specified in AR 1342.

The following position is designated Compliance Coordinator to handle complaints regarding discrimination, harassment, intimidation, or bullying, and to answer inquiries regarding the District's nondiscrimination policies:
The Compliance Coordinator shall also advise the victim of any other remedies that may be available. The Coordinator shall file a report with the Superintendent or designee and refer the matter to law enforcement where required.

Within 30 days of receiving the District’s report, the complainant may appeal to the Board if he/she disagrees with the resolution of the complaint. The Board shall make a decision at its next regular meeting and its decision shall be final.

Pupils who engage in discrimination, harassment, intimidation, bullying, or retaliation in violation of law, Board policy, or administrative regulation shall be subject to appropriate discipline, up to and including counseling, suspension, and/or expulsion. Any employee who permits or engages in prohibited discrimination, harassment, intimidation, bullying, or retaliation shall be subject to disciplinary action, up to and including dismissal.

The Superintendent or designee shall ensure that the pupil handbook clearly describes the district’s nondiscrimination policy, procedures for filing a complaint regarding discrimination, harassment, intimidation, or bullying, and the resources that are available to pupils who feel that they have been the victim of any such behavior. The district’s policy shall also be posted on the district website and in all schools and offices, including staff lounges and pupil government meeting rooms (Education Code 234.1).

When required pursuant to Education Code 48985, complaint forms shall be translated into the student’s primary language.