

**Palo Alto Unified School District**  
**Log of Uniform Complaint Process (UCP) Complaints 2016-17**

*Log is updated as information is received. This version is updated as of October 5, 2017.*

*For more information on the UPC, including on how to file a complaint, please see <https://www.pausd.org/about/complaint-policies-procedures>*

*School year 2017-18 begins on page 14.*

*Matters newly resolved or added since last week are in bold.*

*A tabulation of new and open matters is provided at the end of each school year section.*

School Year	Date Filed	UCP #	Complaint	School	Resolution	Compliance Officer	Notification of Resolution Date
2016-17	8/18/16	20174*	Harassment based on a protected class Title IX	Gunn	Investigation complete	Holly Wade Dora Dome	11/7/16
2016-17	9/7/16	20175*	Harassment based on a protected class Title IX	Gunn	Investigation complete	Holly Wade Dora Dome	11/7/16
2016-17	9/12/16	20176*	Choice lottery system is creating a lack of diversity of student population	Hoover	Investigation complete	Holly Wade Dora Dome	10/14/16
2016-17	11/2/16	20177*	Harassment based on a protected class (race/ethnicity)	Gunn	Investigation complete	Holly Wade Dora Dome	1/3/17 Eng Report Mailed 1/4/17 Span rep mailed 1/9/17
2016-17	11/7/16	20178*	Harassment based on a protected class (race/ethnicity)	Gunn	Investigation complete	Holly Wade Dora Dome	1/3/17 Eng Report Mailed 1/4/17 Span rep mailed 1/9/17
2016-17	11/9/16	20179	Harassment based on a protected class (disability)	Jordan	Investigation complete	Holly Wade Scott Bowers	3/2/17

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2016-17	11/9/16	20180	Harassment based on a protected class (race/ethnicity)	Paly	Parent meeting held 12/14. Remedies discussed/offered. Follow up steps defined. Identity Safety plan to be put in place. Complaint resolved.	Kim Diorio	9/7/17 notification sent.
2016-17	11/22/16	20181	Harassment based on a protected class (disability)	Gunn	Parent informed via email that they intend to file a UCP. No complaint received.	Interim Compliance Officer	Closure letter sent 9/14/17
2016-17	12/1/16	20182	Harassment based on a protected class (disability)	Jordan	Investigation complete Parent notified	Law offices of Amy Oppenheimer	2/28/17
2016-17	12/5/16	20183	Harassment based on a protected class Title IX	Terman	Investigation is ongoing	Law offices of Amy Oppenheimer	
2016-17	12/15/16	20184*	Harassment based on a protected class (disability)	Walter Hays	Parent Withdrew complaint via email	Holly Wade	12/19/16
2016-17	1/18/17	20185*	Title IX Harassment	Barron Park	Investigation complete Parent notified	Holly Wade	3/9/17

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2016/17	1/30/17	20186	Title IX	Paly	Anonymous District Initiated – Memo to file	Holly Wade Law offices of Amy Oppenheimer	3/21/17 updated 5/16/17
2016/17	3/3/17	20187*	Disability based discrimination	Hoover	Investigation initiated ongoing, interviews complete	Law offices of Amy Oppenheimer	
2016/17	3/3/17 Complaint received 3/14/17	20188*	Harassment based on a protected class – disability.	Fairmeadow	Partially substantiated, partially unsubstantiated. Remedies offered.	Holly Wade	5/25/17 Parent notification sent
2016-17	10/11/16		Title IX: Obscene act profanity and vulgarity	Paly	Site level Investigation based on evidence was logged in IC, did not rise to Title IX 3/24/17 Memo to file	Holly Wade	3/24/17
2016-17	a)3/31/17 b)3/30/17	20189*	Title IX sexual assault.	a) Paly off-campus	a)_ Investigation complete. Sexual assault off-campus substantiated. Responsive on-	a) Law offices of Amy Oppenheimer b) Same	a) 7/17/17 Outcome letters sent b) 8/30/17 Outcome letters sent

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				b) Paly on-campus. <sup>1</sup>	campus steps initiated. b) Investigation complete. Sexual assault on campus not substantiated.		
2016-17	3/16/17	20190*	Disagreement with FAPE	Fairmeadow	District Responded – Referred to IEP Team	Lisette Moore-Guerra	4/18/17 Parent notification sent
2016-17	4/27/17	20191*	Mental and Emotional abuse	Jordan	UCP received, parent meeting referred back to site bullying policy for follow up. UCP closed	Holly Wade	5/5/17 Parent notification letter to file
2016-17	5/4/17	20192*	Gender, age discrimination (Title IX, Age Discrimination Act)– Staff	Paly	UCP received, interviews held, discrimination not found	Scott Bowers	6/29/17 outcome letter sent to complainant
2016-17	5/4/17	20193	Title IX-allegation between student/staff (harassment; unwanted touching)	Gunn	Site level investigation, follow up, corrective actions.	Scott Bowers	Site MEMO to staff 5/3/17

<sup>1</sup> Note for 8/31/17 log from Interim Compliance Officer: I just discovered that two separate matters had been filed under the same UCP number. I have designated them a & b, and added information on the second matter, which was just closed. a & b are counted in the tally as separate matters.

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2016-17	11/2015 Review initiated	20194	Title IX – sexual assault	Paly	To be reviewed under OCR resolution agreement	Cozen O’Connor	
2016-17	2015	20195	Title IX – unwanted touching	Paly off campus	District initiated investigation. Investigation closed at request of potential complainant.	Interim Compliance Officer	Closure letter sent 8/29/17
2016-17	5/20/16 reported 5/11/17	20196	Title IX – Sexual assault	Paly off campus	District Initiated Investigation. Completed. Off campus sexual assault substantiated. Responsive on-campus steps initiated.	Lisa Buehler	Outcome letters sent 8/10/17

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2016-17	5/22/17	20197	Title IX Allegations of sexual harassment	Paly	Parents contacted offered UCP. Not filed. Investigation completed. Sexual harassment not substantiated.	Interim Compliance Officer/site	Outcome letters sent 8/28/17
2016-17	5/18/17	20198	Title IX (physical), allegations of multiple sexual assaults	Paly off campus	Investigation complete. All allegations unsubstantiated.	Interim Compliance Officer/site	Outcome letter sent 8/10/17
2016-17	10/20/15 Reported 5/18/17	20199	Title IX, anonymous complaint, UCP offered.	Paly off campus	Closed at request of complainant; no finding.	Interim Compliance Officer	8/18/17 notification sent.
2016-17	8/2016 reported 5/14/17	20200	Title IX, sexual assault. Complainant requests to remain confidential	Paly off campus	PAPD notified, interviewed complainant, parent contacted, teachers	Interim Compliance Officer/site	7/27/17 parent notification sent

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			and does not name respondent.		emailed at complainant request, UCP offered. Not filed. Investigation closed.		
2016-17	Fall 2016 Reported May 2017	20201	Title IX, Sexual harassment Staff/Student Complainant requests to remain confidential.	Paly	UCP Offered. None filed. Staff member interviewed and counseled, without naming complainant at complainant's request. No findings possible due to limit on investigation.	Interim Compliance Officer/site	Closure letters delivered 8/28/17 and 8/29/17.
2016-17	Reported 5/10/17	20202	Title IX sexual harassment – unwanted touching.	Paly	Investigation site level, remedies provided. Parents contacted UCP offered, parent declined.	Interim Compliance Officer/site	9/14/17 Parent notification sent.
2016-17	Reported 5/17/17	20203	Nonspecific allegations of sexual misconduct reported by third party, Title IX.	Paly off campus	Parent informed of third-party report, UCP offered. Parent declined, disputed	Interim Compliance Officer	7/27/17 parent notification sent

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					report and did not make child available. Investigation closed.		
2016-17	Reported 5/17	20204	Title IX sexual harassment allegations	Paly	Multiple interviews from a list of students, followed up with parents. Ongoing.	Interim Compliance Officer	
2016-17	Reported 5/23/17	20205	Report of sexual harassment revealed through open Title IX investigation	Terman, on and off campus.	Investigation ongoing.	Law offices of Amy Oppenheimer	
2016-17	5/20/17 reported 5/25/17	20206	Title IX sexual assault .	Paly off campus	Parent declined UCP. Ongoing.	Interim Compliance Officer/site	
2016-17	5/26/17	20207*	Harassment based on a protected class (race/ethnicity/national origin)	Paly	Investigation, interviews held. Outcome letter sent.	Holly Wade	Parent notified 6/7/16
2016-17	5/31/17	20208	Title IX sexual harassment by employees at off-campus job.	Paly off campus	Harassment at private employer outside of school's jurisdiction or capacity to investigate, but	Interim Compliance Officer/site	Closure letter sent 8/31/17.

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School Year	Date Filed	UCP #	Complaint	School	Resolution	Compliance Officer	Notification of Resolution Date
					notice was provided to employer, support measures offered to complainant, and for coming year students in work experience class considering employment there will receive information. Class already covers workplace harassment; this will be reviewed and emphasized.		
2016-17	5/31/17	20209	Title IX sexual assault	Paly off campus	Site level investigation. Complainant asks that matter not be pursued. Matter closed.	Interim Compliance Officer/site	Closure letter sent 8/31/17.
2016-17	6/1/17	20210*	Discrimination based on race/ethnicity	Paly	Under investigation. On hold at parent request.	Interim Compliance Officer/site	

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2016-17	Spring 2016 Reported 6/1/17	20211	Title IX – allegations nonspecific but being investigated	Paly	Investigation completed. Allegations not substantiated.	Lisa Bueller	Closure memo 8/3/11.
<b>2016-17</b>	<b>Reported 5/1/17</b>	<b>20212</b>	<b>Title IX – sexual harassment (social media)</b>	<b>Paly</b>	<b>Harassment found to have occurred; responsive action taken.</b>	<b>Interim Compliance Officer/site</b>	<b>Resolution letters sent 10-4-17</b>
2016-17	Issues arose at multiple times; presented to at meeting District 5/8/17.	20213	Rights of bilingual parents to information in a language they can understand and possible other issues, particularly bullying and special education.	Terman	Parents met with District staff 5/8/17 to present concerns regarding communication with parents and other issues. New school leadership is planning enhanced bilingual services. School and District staff to meet with each family to determine what corrective measures and supports can be put in place for each student.	Judy Argumedo, Dir. of Academic Support Programs	Notification sent 9/14/17.

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2016-17	Issue reported to District approx. May 2017. No date given for alleged incidents	20214	Title IX anonymous, general complaint of sexual harassment by teacher of students.	Gunn	Allegation to be tracked by Title IX Coordinator and Principal for identifying and addressing any patterns or systemic issues.	Interim Compliance Officer/site	Information delivered to Principal 8/1/17
2016-17	Reported 5/25/17	20215	Title IX student to staff sexual harassment.	Paly	Staff member requested no investigation. Allegations did not name or identify any student as being involved.	Site	Closure letter sent 8/28/17.
2016-17	Incident had been ongoing; reported 6/21/17	20216	Title IX sexual harassment by employees at off-campus job.	Paly off campus	Harassment at private employer outside of school's jurisdiction or capacity to investigate, but notice was provided to employer, support measures offered to complainant, and for	Interim Compliance Officer/site	Closure letter sent 9/8/17

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					coming year students in work experience class considering employment there will receive information. Class already covers workplace harassment; this will be reviewed and emphasized.		
2016-17	Incident occurred and reported 6/23/17	20217	Title IX elementary summer program student inappropriately touched a younger child (not in PAUSD program) during a program activity.	J.L. Stanford Middle School	Investigation completed. Incident found to have occurred. Responsive measures taken with regard to both children.	Interim Compliance Officer/site and District staff.	Outcome letter sent 9/14/17
2016-17	Incident occurred and reported 6/27/17	20218	Title IX elementary student in summer program made inappropriate sexual comments to another elementary student	Barron Park Elementary School	School staff investigated. Parents of both students notified. Student who made comments given	Summer school principal Jenna Segal.	Outcome letter sent 9/14/17.

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					consequences and supports.		
2016-17	Incident occurred over time; reported 6/27/17	20219	Parent alleged teacher inappropriately reported family for possible child welfare problems	Jordan Middle School	Not substantiated.	Head of human resources Karen Hendricks	Outcome letter sent 8/11/17.
2016-17	Incidents occurred over time. Reported 7/18/17	20220	Discrimination against student based on disability by staff, previously reported.	Paly	Matter under review. Parents offered UCP.	Interim Compliance Officer	
2016-17	7/21/17 Reported 7/23/17	20221	Discrimination based on race; violation of constitutional rights and policies regarding searches	Summer School Bus Route	Investigation complete. District policy on searches violated; corrective actions identified. No finding of discrimination based on race or violation of constitutional rights.	Interim Compliance Officer	Letter to complainant sent 8/25/17
2016-17	Summer 2017	16040	Title IX sexual misconduct – unwanted touching	Paly (off-campus)	Under investigation.	School site	

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	Reported 8/7/17						
<b>2016-17</b>	<b>Several years ago. Reported 8/9/17</b>	<b>16394</b>	<b>Racial harassment and bullying, three years prior, possibly previously reported.</b>	<b>Ohlone</b>	<b>Parent offered UCP. Matter deemed too old for meaningful investigation.</b>	<b>Chief Academic Officer</b>	<b>Notification to parent sent 8/25/17.</b>
2016-17	8/11/17	16650	Title IX sexual harassment	Gunn	Complainant asks for no investigation and does not provide details. Matter under review. School considering corrective/supportive measures it can take without investigating.	School site	

Total matters last week	New matters added	Total matters this log
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53	0	53
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Open matters last week	Matters closed	New matters added	Open matters this log
13	2	0	11

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**Palo Alto Unified School District  
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School Year 2017-18  
Complaints filed starting August 14, 2017



**Palo Alto Unified School District  
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Date of Incident/Date Filed	Matter #	Complaint	School	Resolution	Compliance Officer	Notification of Resolution Date
2015/Filed 8/14/17	17190	Sexual harassment – exposure to inappropriate images in 2015	Gunn	Under investigation	School site	
January 2013, reported at time/Spoke with Interim Compliance Officer 8/17/17	17822	Sexual assault	Jordan	Under investigation	Interim Compliance Officer	
8/16/17 Reported 8/22/17	18259	Racial discrimination in class assignments	El Carmelo	Under investigation.	School site	
School year 2015-16. Reported 8/24/17	18496	Sexual harassment, details unclear	Off-campus, with possible bullying/harassment on campus.	Parent has requested no investigation.	School site	Closure letter sent 9/14/17
8/26/17 Reported 8/28/17	18916	Staff member used inappropriate racial language with students and engaged in other unprofessional conduct	Gunn	Under investigation	School site	

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Date of Incident/Date Filed	Matter #	Complaint	School	Resolution	Compliance Officer	Notification of Resolution Date
8/21/17 Reported 8/29/17	19055	Sexual harassment: verbal	Jordan	Under investigation	School site	
<b>8/29/17 Reported 8/29/17</b>	<b>19146</b>	<b>Sexual harassment: verbal (One incident on- campus this school year; one incident off- campus this school year. Six other incidents prior to school year, on- and off-campus.)*</b>	<b>J L Stanford</b>	<b>Under investigation</b>	<b>Lisa Buehler</b>	
Occurred recently. Reported 9/5/17	19578	Racial harassment: staff- staff	[Withheld for confidentialit y]	Under investigation	Human Resources	
Occurred over time. Reported 9/12/17	19899	Sex discrimination with respect to extracurricular activity.	Paly	Under investigation	Interim Compliance Officer	
Occurred SY 2016-17 Reported 9/12/17	20013	Sexual harassment.	Barron Park	Parent has requested no investigation. Investigation closed.	School site	Closure letter sent 9/21/17

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Date of Incident/Date Filed	Matter #	Complaint	School	Resolution	Compliance Officer	Notification of Resolution Date
Occurred over time. Reported 9/13/17	20020	Sex discrimination with respect to extracurricular activity.	Paly	Under investigation	School site	
Occurred over time. Reported 9/14/17	20063	Sexual harassment, staff to student	Gunn	Under investigation	School site	
Since beginning of school year. Reported 9/12/17	20178	Racial harassment	Jordan	Under investigation. Parent offered UCP.	School site	
Occurred and reported 9/15/17	20270	Title IX: Early elementary student acted in lewd manner toward another student.	El Carmello	Action confirmed to have taken place. Principal counseled both students on the incident. Parents were contacted and offered UCP. They did not indicate interest in filing.	School site	
Occurred summer 2017.	20421	Racial discrimination in grading.*	Jordan	Under investigation	School site	

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Reported 9/14/17						
Occurred 9/10/17 and prior. Reported 9/11/17	20456	Sexual harassment – inappropriate comments, 5 <sup>th</sup> grade.	Walter Hays	Principal determined comments had occurred, took responsive actions. Parent declined UCP.	School site.	
Occurred 9/13/17. Reported 9/21/17	20470	Sexual harassment – inappropriate staring by staff member.	Gunn	Under investigation	School site	
Occurred and reported 9/20/17	20503	Sexual harassment – inappropriate touching, second grader.	Walter Hays	Principal investigated, determined it had occurred, took responsive action. Parent declined UCP.	School site	
Occurred SY 2016-17. Reported 9/25/17.	20914	Bullying on the basis of disability.	Paly	Parents offered UCP. Under review; further discussion to held with complainant.	School site	

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Occurred ongoing. Reported 9/28/17.	20993.	Title IX: Sex discrimination by teacher (ignoring student on the basis of sex).	Paly	Under review; further discussion to held with complainant.	School site	
Occurred ongoing. Reported 9/28/17	21010	Teacher claims parent has made false allegations against teacher on the basis of race.	Gunn	Under review; further discussion to held with complainant.	Human Resources	
Occurred prior years. Reported 9/28/17	21012	Title IX: student to student, unwanted sexual conduct no further details.	Gunn	Under review; further discussion to held with complainant.	School site	
Occurred starting 9/3/17. Reported 9/26/17	21049 *	Physical harm on the basis of race.	JLS	Investigation under way.	Outside investigator	
<b>9/27/17. UCP filed 10/4/17.</b>	<b>21075</b>	<b>Racial harassment – racist language.*</b>	<b>JLS</b>	<b>Investigation under way.</b>	<b>School site.</b>	
<b>Ongoing. Reported 9/27/17</b>	<b>21112</b>	<b>Sexual harassment – verbal, with physical bullying.*</b>	<b>Terman</b>	<b>Investigation under way.</b>	<b>Lisa Buehler.</b>	

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Ongoing. Reported 10/5/17	21210	Racial harassment – use of racist language.	Paly	Parent given UCP form.	Interim Compliance Officer.	
9/29/17 Reported 10/4/17	21337	Sexual harassment (verbal)/sexual discrimination/retaliation by staff toward student.	Gunn.	Under review.	School site.	
Ongoing. Received 9/28/17	21358	Complaint alleged concern with teacher not involving prohibited discrimination.*	Paly.	Complainant advised of other avenues to pursue concern.	Compliance Officer.	Letter to parent sent 10/4/17
10/3/17. Reported 10/4/17	21365	Student looked at pornographic site on phone during after-school program.	Walter Hayes.	Parent of other student who saw informed and offered UCP. Said she did not want to file.	School site.	
Multiple incidents. Reported 10/4/17.	21398	Racial harassment by staff member of student.	JLS	Investigation ongoing.	Outside investigator.	
10/3/17 Reported 10/4/17	21433	Sexual harassment – inappropriate language.	Nixon	Parent to be notified.	School site.	

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				<b>Investigation ongoing</b>		

Total matters last week	New matters added	Total matters this log
23	8	31

Open matters last week	Matters closed	New matters added	Open matters this log
22	1	8	29

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