

October 24, 2022

Dear Parents and Guardians:

The purpose of this communication is to reiterate the Orland Unified School District's anti-discrimination and anti-retaliation policies. The District is committed to providing students and families with a quality educational environment that is free from discrimination, including retaliation, in all academic, extra-curricular, and District-sponsored activities. The District takes this opportunity to reiterate to its families that the District does not tolerate discrimination, including retaliation, based on an individual's race or ethnicity, color, ancestry, nationality, national origin, immigration status, ethnic group identification, age, religion, marital status, pregnancy, parental status, physical or mental disability, medical condition, sex, sexual orientation, gender, gender identity, gender expression, or genetic information.

To this end, the District takes complaints of discrimination and/or retaliation brought by students and families seriously and is committed to taking immediate and appropriate steps to investigate reports of discrimination, including retaliation. The District encourages early resolution of complaints at the school site level whenever possible. However, to resolve complaints that require a more formal process, the District's Governing Board adopted policies for filing and processing complaints of discrimination and retaliation in District programs and activities, which can be found in Board Policy and Administrative Regulation 1312.3 – Uniform Complaint Procedures (UCP), accessible at:

<https://simbli.eboardsolutions.com/Policy/PolicyListing.aspx?S=36030626>.

Complaints subject to the UCP may be submitted directly to Ronne Blofsky, Human Resources Manager at rblofsky@orlandusd.net or hr@orlandusd.net.

If you have any questions regarding the District's anti-discrimination and anti-retaliation policy, please do not hesitate to reach out to me or Ms. Blofsky.

Sincerely,



Victor Perry
Superintendent