



Stockton Unified School District
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CONFIDENTIAL

December 14, 2011

Ms. Thelma Gray
339 Kolher St
Stockton CA 95206

RE: Case No. 12.035, Board Policy 1312.3 Uniform Complaint Procedures
Administrative Regulations 1312.3, Uniform Complaint Procedures
Board Policy 4030, Personnel, Nondiscrimination in Employment
Administrative Regulation 4031, Personnel, Complaints Concerning Discrimination in
Employment

Dear Ms Gray:

This letter will serve as notice that the District has received a written complaint against you alleging unlawful discrimination. The complaint was filed by District employee Frank Gordo.

Please know the complaint will be fairly investigated, and you will have an opportunity to be interviewed concerning the allegations in the complaint. To protect you, any witnesses, and the confidentiality of the investigative process, I request that you not discuss the facts of this investigation with anyone else. Please know that the District will work to address and resolve this matter as expeditiously and fairly as possible.

The Board prohibits any form of retaliation against the complainant, a participant, a witness, or any other individual involved in the complaint process. The District will attempt to maintain the confidentiality of this matter throughout the process as appropriate. We request that you maintain the confidentiality that this matter warrants.

Our office will investigate the complaint. You will be contacted to discuss this complaint. Thank you in advance for your cooperation in this important matter.

Sincerely,

Sergio E. Betancourt
Compliance Analyst