



PORTLAND PUBLIC SCHOOLS
Office of Civil Rights

501 North Dixon Street | Portland, OR 97227
(503) 916-2000 | civilrights@pps.net

Annual Notice of Nondiscrimination and Civil Rights Compliance (SY 25-26)

Dear Portland Public Schools Students, Families, Staff, and Community Members,

At Portland Public Schools (PPS), we are committed to maintaining a learning and working environment free from discrimination, harassment, bullying, abuse, and retaliation. As a public school district, we uphold the rights of all students, staff, and families to participate fully and equitably in district programs, services, and activities.

In accordance with federal and state civil rights laws—including but not limited to Title IX, Title VI, Section 504 of the Rehabilitation Act, the Americans with Disabilities Act (ADA), and Oregon Revised Statutes and Administrative Rules—PPS prohibits discrimination on the basis of:

- Race
- Color
- National origin
- Sex
- Sexual orientation
- Gender identity or expression
- Religion
- Disability
- Age
- Marital status
- Veteran or military status
- Familial status

This nondiscrimination requirement applies to all PPS educational programs, co-curricular and extracurricular activities, athletics, employment, and access to facilities, technology, and academic resources.

District Commitment: The PPS Office for Civil Rights is responsible for ensuring district-wide compliance with civil rights laws and policy. Our work promotes a district culture that supports equity, access, and the well-being of every student. This includes:

- Coordinating responses to civil rights-related complaints and concerns
- Investigating allegations of discrimination, harassment, bullying, and abuse
- Supporting school-based resolution processes and safety planning
- Monitoring civil rights compliance in student discipline, programming, and services
- Providing staff, student, and family training on civil rights laws, including Title IX and Title VI
- Maintaining transparent, timely, and trauma-informed grievance procedures
- Aligning all processes with federal regulations, Oregon Administrative Rules, and PPS policy

All individuals engaging with our school communities—whether as students, staff, family members, or visitors—are entitled to access and participate in PPS programs without fear for their personal safety or well-being.



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How to Report a Concern: Reports or complaints of discrimination, harassment, bullying, retaliation, or other civil rights violations may be submitted by students, parents, guardians, staff, or community members. Reports may be made verbally or in writing at any time, and anonymous reports will be reviewed and addressed to the extent possible.

Unified Complaint Form: Portland Public Schools encourages use of the PPS Unified Complaint Form for submitting formal complaints. This form can be submitted online or in hard copy and is available on the district website or upon request at any school or district office. The District recommends following the escalation steps outlined on our “Best Practices for Reporting Concerns at School” page.

Once a complaint is submitted, a designated investigator—such as a School Compliance Officer, school administrator, or District Civil Rights staff member—will follow up, conduct fact-finding, and issue a written response of findings.

Report to School or District Officials: Students, families, and staff are also encouraged to report concerns directly to a school administrator or to the PPS Office for Civil Rights. Each PPS school also has designated Title IX and Title VI Coordinators, who serve as local points of contact for concerns related to discrimination and harassment. A full list of school-based coordinators is available on the PPS Civil Rights Office website. To file a complaint or request support, please contact:

- Dr. Bobby J. Cruz
Director of Civil Rights and Title IX/VI/Division 22 Official
bcruz@pps.net | 503-916-3340
- Jeffrey Wiser
Senior Manager of Civil Rights / Complaint Coordinator
jwiser@pps.net | 503-577-8095
- Jey Buno
Chief of Student Support Services / ADA Coordinator
jbuno@pps.net | 503-916-5460
- Katie Loewen
504 Program Administrator
kloewen@pps.net | 503-916-3337

Relevant Policies and Procedures: Portland Public Schools maintains a number of policies and administrative directives to support compliance and ensure fairness in responding to civil rights concerns. These include:

- 4.30.063-AD: Sexual Harassment – Title IX
- 4.30.070-AD: Nondiscrimination / Anti-Harassment / Anti-Retaliation
- 4.30.072-AD: Student-to-Student Sexual Harassment
- 4.50.050-P: Student Conduct and Discipline
- 4.20.042-AD: Restraint and Seclusion
- 4.30.071-AD: Bias Incidents and Hate Speech



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- 4.20.051-AD: Disability Nondiscrimination – Section 504 and ADA

These and other related documents are publicly available on the PPS website under *Policies & Administrative Directives*.

Translations and Accessibility: This notice is available in multiple languages and alternative formats upon request. PPS is committed to language access and accessibility. To request interpretation, translation, or ADA accommodations, please contact the Civil Rights Office or your school administrator.

Portland Public Schools believes that every student deserves to feel safe, respected, and supported in every school environment. We all share the responsibility to uphold civil rights, promote equity, and ensure inclusive practices across the district.

We are committed to fostering a school system where all students belong and where every voice is valued.

In Community and with respect,

Dr. Bobby J. Cruz
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