
UNFINISHED BUSINESS

Bill No: SB 48
Author: Gonzalez (D), Fong (D), Ward (D) and Weber Pierson (D)
Amended: 9/9/25 in Assembly
Vote: 21

SENATE EDUCATION COMMITTEE: 6-1, 4/2/25
AYES: Pérez, Ochoa Bogh, Cabaldon, Cortese, Gonzalez, Laird
NOES: Choi

SENATE JUDICIARY COMMITTEE: 11-1, 4/29/25
AYES: Umberg, Allen, Arreguín, Ashby, Caballero, Durazo, Laird, Stern, Wahab,
Weber Pierson, Wiener
NOES: Niello
NO VOTE RECORDED: Valladares

SENATE APPROPRIATIONS COMMITTEE: 5-1, 5/23/25
AYES: Caballero, Cabaldon, Grayson, Richardson, Wahab
NOES: Seyarto
NO VOTE RECORDED: Dahle

SENATE FLOOR: 29-7, 6/2/25
AYES: Allen, Archuleta, Arreguín, Ashby, Becker, Blakespear, Cabaldon,
Caballero, Cervantes, Cortese, Durazo, Gonzalez, Grayson, Laird, Limón,
McGuire, McNerney, Menjivar, Ochoa Bogh, Padilla, Pérez, Richardson, Rubio,
Smallwood-Cuevas, Stern, Umberg, Wahab, Weber Pierson, Wiener
NOES: Alvarado-Gil, Choi, Dahle, Grove, Niello, Seyarto, Strickland
NO VOTE RECORDED: Hurtado, Jones, Reyes, Valladares

ASSEMBLY FLOOR: 49-2, 9/13/25 – Roll call not available

SUBJECT: Educational equity: discrimination prevention coordinators

SOURCE: Author

DIGEST: This bill requires the forthcoming Office of Civil Rights (OCR) to employ a Religious Discrimination Prevention Coordinator, a Race and Ethnicity Discrimination Coordinator, a Gender Discrimination Prevention Coordinator, and an LGBTQ Discrimination Prevention Coordinator.

Assembly Amendments replace the original contents of the bill with current provisions on antidiscrimination prevention coordinators.

ANALYSIS:

Existing federal law:

- 1) Provides that, in part, “no person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program of activity receiving Federal financial assistance.” Enforcement of compliance is initiated upon the filing of a complaint alleging a violation of Title IX. (Title IX of the Education Amendments of 1972 to the 1964 Civil Rights Act, United States Code (U.S.C.) § 1681 et seq)
- 2) Requires each school district and county office of education, or a local public or private agency that receives funding from the state or federal government, to designate a person to serve as the Title IX compliance coordinator to enforce compliance at the local level, including coordinating any complaints of non-compliance. (34 Code of Federal Regulations (C.F.R.) § 106.8(a))

Existing state law:

- 1) States that it is the policy of the State of California to afford all persons in public schools, regardless of their disability, gender, gender identity, gender expression, nationality, race or ethnicity, religion, sexual orientation, or any other characteristic that is contained in the definition of hate crimes set forth in Section 422.55 of the Penal Code, including immigration status, equal rights, and opportunities in the educational institutions of the state. States that the purpose is to prohibit acts that are contrary to that policy and to provide remedies that will eliminate these discriminatory acts, including discrimination not just because of one protected trait, but also because of the combination of two or more protected bases. (Education Code (EC) § 200)

- 2) States that no person shall be subjected to discrimination on the basis of disability, gender, gender identity, gender expression, nationality, race or ethnicity, religion, sexual orientation, or any other characteristic that is contained in the definition of hate crimes set forth in Section 422.55 of the Penal Code, including immigration status, in any program or activity conducted by an educational institution that receives, or benefits from, state financial assistance, or enrolls pupils who receive state student financial aid. (EC § 220)
- 3) Requires the California Department of Education (CDE) to monitor adherence to federal and state non-discrimination laws in any program or activity conducted by an educational institution as part of its regular monitoring and review of local educational agencies (LEAs), commonly known as the Categorical Program Monitoring process. Existing law requires CDE to assess whether LEAs have taken specified actions relative to anti-discrimination policies, complaint and investigation processes, documentation, protection from retaliation, and identification of the responsible LEA officer for ensuring compliance. (EC § 234 et seq.)
- 4) Provides that the governing board of a school district has the primary responsibility for ensuring that school district programs and activities are free from discrimination based on age and characteristics protected pursuant to the Penal Code, and for monitoring compliance with any and all rules and regulations. (EC § 260)
- 5) Requires the Superintendent of Public Instruction (SPI) to establish and implement a system of complaint processing, known as the Uniform Complaint Procedures (UCP), for specified educational programs. (EC § 33315)
- 6) Requires a LEA, if it finds merit in a complaint, or the SPI finds merit in an appeal, to take corrective actions consistent with the requirements of existing law that will provide a remedy to the affected pupil, or to all affected pupils, parents, and guardians. (EC § 33315)

This bill:

- 1) Requires the forthcoming OCR to employ a Religious Discrimination Prevention Coordinator, a Race and Ethnicity Discrimination Prevention

Coordinator, a Gender Discrimination Prevention Coordinator, and an LGBTQ Discrimination Prevention Coordinator.

- 2) Requires the respective aforementioned Discrimination Prevention Coordinators to be appointed by the Governor and confirmed by the Senate.
- 3) Makes the provision of this bill contingent upon the enactment of AB 715. (Zbur and Addis, 2025)

Comments

- 1) *Need for this bill.* According to the author, “Discrimination in our schools is unacceptable. We must ensure that students, families, educators, and schools that are navigating the state’s existing Uniform Complaint Procedures (UCP) for discrimination-related complaints have a clear understanding of the process, laws, and timeline. SB 48 intends to establish four coordinators under the Office of Civil Rights that will provide additional support to educators, LEAs, and parents to navigate the Uniformed Complaint Procedure process and ensure that complaints are processed in a timely manner.”
- 2) *The Office of Civil Rights.* This bill requires the OCR to employ specified issue area based discrimination prevention coordinators. Notably, the OCR does not presently exist, but rather would be established under the administration of the Government Operations Agency (GovOps) by this bill’s companion measure, AB 715 (Zbur and Addis, 2025). In that measure, the stated purpose of the OCR is to work directly with LEAs to prevent and address discrimination and bias on the basis of characteristics protected by Section 220 of the Education Code. It also establishes a dedicated Antisemitism Prevention Coordinator. OCR’s principle responsibilities include the following:
 - a) Providing education and educational resources to identify and prevent antisemitism and other forms of discrimination and bias, and share relevant laws and regulations with educational state agencies, LEAs, and community stakeholders.
 - b) Annually submitting a report to GovOps, SPI, the executive director of State Board of Education (SBE), and the Legislature on the state of discrimination and bias in LEAs.

- i) The report shall include specific information on the type of discrimination or bias against a group protected by existing anti-discrimination laws and shall be made publicly available on the GovOps website.
- c) Recommending strategies to combat discrimination or bias against groups protected by existing anti-discrimination laws in LEAs to CDE and LEAs, including proactive strategies using a restorative justice approach with a focus on repairing harm, fostering empathy, and healing relationships.
- d) Annually reviewing, beginning January 1, 2027, a report that CDE is required to provide to OCR with a summary of all complaints made pursuant to the existing UCP that involve discrimination.
 - i) Requires the summary to include specific information on the type of discrimination or bias, any action taken by CDE in response to the complaint and the timeline for that action, and the disposition the complaint.
- e) Advising on subsequent action regarding complaints made pursuant to the existing UCP that involve discrimination, including either or both of the following:
 - i) Providing advice to CDE and the relevant county office of education, if appropriate, to implement corrective actions that may include, but not be limited to, targeted and intensive assistance for teachers, administrators, and staff to identify and proactively prevent antisemitism and other forms of discrimination and bias, and on restorative justice practices.
 - ii) Providing technical assistance to teachers, administrators, governing board or body members or other school staff, upon the request of the SPI, district superintendent, county superintendent of schools, or the governing board or body of a LEA, in order to resolve discrimination issues at schoolsites.
- f) Providing assistance, in consultation with the office of the Attorney General and CDE, on proper protocols to respond to discrimination

complaints filed pursuant to the existing UCP.

- g) Developing a training module, in consultation with CDE, the executive director of SBE, and the office of the Attorney General (AG) and subject to an appropriation, regarding the appropriate manner to process and resolve discrimination complaints filed pursuant to the existing UCP.
 - i) The training module shall include, but not be limited to, information on timelines, appeals, and protocols regarding the interaction with students, parents, and school staff, in resolving complaints in a timely manner.

A UCP complaint is a written and signed statement alleging a violation of federal or state laws or regulations, which may include an allegation of unlawful discrimination, harassment, intimidation, or bullying. Importantly, although the OCR provides *support* on matters pertaining to discrimination based complaints, the Office itself is not intended to directly receive, investigate, or adjudicate formal complaints. Instead, those functions shall continue to follow the existing channels pursuant to the UCP.

- 3) *Discrimination Prevention Coordinators.* This bill requires the OCR to employ a Religious Discrimination Prevention Coordinator, a Race and Ethnicity Discrimination Coordinator, a Gender Discrimination Prevention Coordinator, and an LGBTQ Discrimination Prevention Coordinator. While it does not speak to specific roles, responsibilities, and duties of those respective coordinator positions, it is understood that the Legislature intends to further articulate such details in future legislation. Broadly speaking, they would serve as analogs to the defined role and responsibilities of the Antisemitism Prevention Coordinator, articulated in AB 715. These roles and responsibilities include the following:
 - a) Developing, consulting on, and providing antisemitism education to teachers, staff, governing board or body members, administrators, and other local educational agency personnel to identify and proactively prevent antisemitism.
 - b) Making recommendations, in coordination with the executive director of the SBE, to the Legislature on legislation necessary for the prevention of antisemitism in educational settings.

- c) Engaging and advising on the actions taken by the OCR on issues relating to antisemitism and the Jewish community.
- d) Engaging with LEAs on the handling of antisemitism.
- e) Tracking and reporting to the Legislature, the executive director of the SBE, and the SPI complaints and resolutions or lack of resolutions of complaints made under the UCP involving antisemitism in all LEAs.
- f) Engaging with relevant community stakeholders, as determined by the Antisemitism Prevention Coordinator, in the execution of their duties.

FISCAL EFFECT: Appropriation: No Fiscal Com.: Yes Local: No

Due to rule waivers, this version of SB 48 does not have a fiscal analysis from the Senate or Assembly Appropriations Committees.

SUPPORT: (Verified 9/12/25)

None received

OPPOSITION: (Verified 9/12/25)

None received

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