

STAFF CONCERNS/COMPLAINTS/GRIEVANCES

Code **GBK** *Issued* **3/05**

Purpose: To establish the basic structure for orderly and expeditious resolution of staff concerns, complaints and grievances.

The board recognizes the need to provide an orderly means of resolving disputes concerning the application of federal and state laws and district policies and rules as they affect the work activities of employees.

Employees should secure an equitable solution of grievances at the most immediate administrative level. Employees are encouraged to seek resolution of disputes under the existing grievance regulation and will have the right to do so with complete freedom from reprisal.

The grievance procedures set forth in the following administrative rule are to be used to process employee complaints on alleged violations of Title VII of the Civil Rights Act of 1964; Title IX of the Education Amendment Act of 1972; Section 504 of the Rehabilitation Act of 1973; and Titles I and II of the Americans with Disabilities Act of 1990.

Adopted 5/17/88; Revised 8/13/91, 3/8/05