

Clackamas Education Service District

Code: **GBM**
Adopted: 3/12/96
Readopted: 05/20/09; 5/20/15; 4/19/17
Orig. Code(s): 2200

Staff Complaints

The superintendent or designee will develop a complaint procedure which will provide an orderly process for consideration and resolution for all employees who contend they have been subject to a violation in the application or interpretation of CESD policies, or employer violations of any federal or state law, rule or regulation.

The complaint procedure will not be used to resolve disputes and disagreements related to the provisions of any collective bargaining agreement, nor will it be used in any instance where a collective bargaining agreement provides a dispute resolution procedure. Disputes concerning an employee's dismissal, contract nonrenewal or contract nonextension will not be processed under this procedure. Whistleblower complaints will be processed under policy GBMA - Whistleblower.

Reasonable efforts will be made to resolve complaints informally.

Administrative regulations will be developed to outline procedural timelines and steps under this policy, as necessary.

END OF POLICY

Legal Reference(s):

[ORS 334.125](#)
[ORS 659A.199](#) to -659A.224

[OAR 581-024-0245](#)

Anderson v. Central Point Sch. Dist., 746 F.2d 505 (9th Cir. 1984).
Connick v. Myers, 461 U.S. 138 (1983).