

Coos Bay School District 9

Code: **GBM**
Adopted: 3/14/88
Readopted: 2/27/12; 5/11/15; 12/12/16;
5/08/17
Orig. Code(s): GBM

Staff Complaints

Employees who believe there is evidence of, and wish to report a violation, misinterpretation or inappropriate application of district personnel policies and/or administrative regulations; a mismanagement, gross waste of funds or abuse of authority, or believe there is evidence that the district created a substantial and specific danger to public health and safety by its actions shall follow the procedure set forth in Board policy KL - Complaint Procedure for School Patrons and the associated administrative regulations to address any alleged violations of this policy.

All matters covered by a collective bargaining agreement will be addressed by the procedures set forth in the bargaining agreement.

All possible efforts will be made to resolve complaints quickly and at the level which they occur.

Refer to the table in Policy KL for information and special processes for specific areas of complaint:

The Complaint Form (administrative regulation KL/GBM-AR(2)) may be used for filing your complaint. Copies are also available at the school offices and on Coos Bay School District's Policy website:

<http://policy.osba.org/coosbay/index.asp>

END OF POLICY

Legal Reference(s):

[ORS 332.107](#)

[OAR 581-022-1720](#)

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

Anderson v. Central Point Sch. Dist., 746 F.2d 505 (9th Cir. 1984).

Connick v. Myers, 461 U.S. 138 (1983).