

**Douglas County  
School District 15**

Code: **GBM**  
Adopted: 10/08/03  
Readopted: 11/17/14; 10/19/15  
Orig. Code(s): GBM

### **Staff Complaints**

It is an unlawful employment practice for an employer to discharge, demote, suspend or in any manner discriminate or retaliate against an employee with regard to promotion, compensation or other terms, conditions or privileges of employment for the reason that the employee has in good faith reported information in a manner as to disclose employer violations of any federal or state law, rule or regulation, mismanagement, gross waste of funds, abuse of authority, or substantial and specific danger to public health and safety.

The superintendent or designee will develop a complaint procedure which will be available for all employees who contend they have been subject to a violation, misinterpretation or inappropriate application of district personnel policies and/or administrative regulations unless as otherwise covered by the employee's collective bargaining agreement. The complaint procedure will provide an orderly process for the consideration and resolution of problems in the application or interpretation of district personnel policies.

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 negotiated contract provides a dispute resolution procedure. Disputes concerning an employee's dismissal or nonrenewal will not be grieved under this procedure.

All reasonable efforts will be made to resolve complaints informally.

Regulations will be developed to outline procedural timelines and steps under this policy.

END OF POLICY

---

**Legal Reference(s):**

[ORS 332.107](#)  
[ORS 659A.199](#)

[OAR 581-022-1720](#)

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