

# Forest Grove School District

Code: **GBM**  
Adopted: 4/11/95  
Revised/Readopted: 3/28/16; 5/08/17  
Orig. Code(s): GBM

## Staff Complaints

The superintendent or designee will develop a complaint procedure which will be available for all employees who believe there is evidence of, and wishes 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. 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 negotiated contract, nor will it be used in any instance where a negotiated contract provides a dispute resolution procedure. Disputes concerning an employee's dismissal or non-renewal will not be grieved under this procedure.

All reasonable efforts will be made to resolve complaints informally, unless the complaint falls under sexual harassment (See complaint procedure in GBN/JBA-AR - Sexual Harassment).

Administrative regulations will be developed to outline procedural timelines and steps under this policy. The district will use the complaint process in administrative regulation KL-AR - Public Complaints Procedure to address any alleged violations of this policy.

END OF POLICY

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### 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).