

# Grants Pass School District 7

Code: **KLD**  
Adopted: 6/14/88  
Readopted: 2/24/04  
Orig. Code(s): KLD

## **Public Complaints about District Personnel**

Constructive criticism of the schools is welcome when it is motivated by a sincere desire to improve the quality of the educational program and to equip the district's schools to do their task more effectively.

The Board places trust in its employees and desires to support their actions in such a manner that employees are freed from unnecessary, spiteful or negative criticism and complaints.

The administration shall establish procedures for handling complaints about personnel when they are received.

Whenever a complaint about personnel is made directly to the Board as a whole or to a Board member as an individual, it will be referred to the administration for study and possible solution. The individual employee involved will be advised of the nature of the complaint and will be given every opportunity for explanation, comment and presentation of the facts as he/she sees them.

If it appears necessary, the administration, the person who made the complaint or the employee involved may request a meeting with the Board for the purposes of full study and a decision by this body. Generally, all parties involved, including the school administration, will be asked to attend such a meeting for the purposes of presenting additional facts, making further explanations and to clarifying the issues.

The Board will conduct such meetings in as fair and just a manner as possible. The Board may request a disinterested third party to act as moderator to help reach a mutually satisfactory solution. The meeting will be held in executive session unless the employee requests otherwise.

END OF POLICY

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Legal Reference(s):

[ORS 192.660](#)

[ORS 332.107](#)

[OAR 581-022-1940](#)