

# Hermiston School District 8R

Code: **GBM**  
Adopted: 5/11/15  
Revised/Readopted: 7/10/17  
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 the 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 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. Grievance procedures are outlined by working agreements with the Hermiston Association of Teachers and the Hermiston Chapter of the Oregon School Employees Association.

The Board supports efforts through appropriate channels in dealing with a complaint or concern whether handled informally or through the formal process.

Board members shall encourage staff members to discuss problems or concerns directly with the administration.

The district will use the complaint process in administrative regulation KL-AR - Public Complaint Procedure to address any alleged violations of this policy.

END OF POLICY

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### Legal Reference(s):

[ORS 332.107](#)  
[ORS 659A.199 to -659A.224](#)

[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).

### Cross Reference(s):

GBMA - Whistleblower