

Malheur Education Service District

Code: **GBM**
Adopted: 10/17/06
Readopted: 7/15/14
Orig. Code(s): GBM

Staff Complaints

The superintendent or designee will develop a complaint procedure which will be available for all employees who contend they have been subject to misinterpretation or inappropriate application of ESD personnel policies and/or administrative regulations. The complaint procedure will provide an orderly process for the consideration and resolution of problems in the application or interpretation of ESD personnel policies.

Disputes concerning an employee's dismissal, contract nonrenewal or contract nonextension will not be processed under this procedure.

Reasonable efforts will be made to resolve complaints informally.

Administrative regulations will be developed to outline procedural timelines and steps under this policy, as necessary.

END OF POLICY

Legal Reference(s):

[OAR 581-024-0245](#)

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