

**Milton-Freewater
School District 7**

Code: **GBM**
Adopted: 11/23/93
Revised/Readopted: 5/09/00; 1/19/16; 1/09/17

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.

Reasonable efforts will be made to resolve complaints informally.

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

Cross Reference: If complaint is of a sexual nature, refer to Board policy GBN/JBA.

If complaint is staff related and based on hazing, harassment, intimidation, bullying, menacing or cyberbullying refer to Board policy GBNA and, if the complaint is student related and based on hazing, harassment, intimidation, bullying, menacing, cyberbullying or teen dating violence refer to Board policy JFCF.

If complaint involves instructional material, see administrative regulation IIA-AR.

END OF POLICY

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).