

Staff Complaints

It is an unlawful employment practice for an employer to discharge, demote, suspend or in any manner discriminate or retaliate against an employee with regard to promotion, compensation or other terms, conditions or privileges of employment for the reason that the employee has in good faith reported information in a manner as to disclose employer violations of any federal or state law, rule or regulation, mismanagement, gross waste of funds, abuse of authority, or substantial and specific danger to public health and safety.

The superintendent or designee will develop a complaint procedure that will be available for all employees who contend they have been subject to a violation, misinterpretation or inappropriate application of district personnel policies and/or administrative regulations. The purpose of these procedures is to provide an orderly procedure for the consideration and amicable resolution of problems related to the application or interpretation of district personnel policies.

The complaint procedure will not be available to resolve disputes and disagreements related to the provisions of any negotiated contract, nor in any other instance where a negotiated contract provides a dispute resolution procedure. Disputes concerning the dismissal or non-renewal of any employee will not be grieved under this procedure.

The Board, individually and collectively, shall promptly refer to the superintendent for his study and recommendation, all criticisms, complaints and suggestions brought to its attention. The superintendent shall investigate and consider the same and report thereon to the Board as soon as practical.

All possible efforts will be made to resolve complaints informally prior to proceeding with formal action.

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

END OF POLICY

Legal Reference(s):

[ORS 332.107](#)

[ORS 659A.199](#)

[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).