

**Port Orford-Langlois  
School District 2CJ**

Code: **GBM**  
Adopted: 5/10/88  
Revised/Readopted: 6/8/04  
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 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 collective bargaining agreement, nor will it be used in any other instance where a collective bargaining agreement provides a dispute resolution procedure. Disputes concerning the dismissal, contract nonrenewal or contract nonextension of any employee will not be processed under this procedure.

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

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

END OF POLICY

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**Legal Reference(s):**

[OAR 581-022-1720](#)

Anderson v. Central Point School District No. 6, 554 F. Supp. 600 (D. Oregon 1982); aff'd in part, 746 F. 2d 505 (9th Cir. 1984).

Connick v. Myers, 461 U.S. 138 (1983).