

**South Umpqua  
School District 19**

Code: **GBM**  
Adopted: 6/16/10  
Revised/Readopted: 8/02/17  
Orig. Code(s): GBM/KL

**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 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, nonrenewal or nonextension of any employee will not be grieved under this procedure.

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

Administrative 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](#) to [-659A.224](#)

[OAR 581-022-2405](#)

Anderson v. Central Point Sch. Dist., 746 F.2d 505 (9th Cir. 1984).

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