

**Willamette Education
Service District**

Code: **GBM**
Adopted: 7/8/03
Readopted: 7/12/05; 6/22/10
Orig. Code(s): None

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 ESD personnel policies and/or administrative procedures. The complaint procedure will provide an orderly process for the consideration and resolution of problems in the application or interpretation of ESD 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 instance where a collective bargaining agreement provides a dispute resolution procedure. Disputes concerning an employee's dismissal, contract non-renewal, or contract non-extension will not be processed under this procedure.

Reasonable efforts will be made to resolve complaints informally.

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

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).