

INFORMATION REPORT

Fiscal Year 2025-2026 Employee Grievances Summary Report

Collin College is committed to providing a fair, safe, and productive work environment where employee complaints are considered with sensitivity and in a prompt manner. The purpose is to assist in resolving all workplace issues and problems. The College District believes the best way of maintaining employee job satisfaction and good working relationships is to follow a procedure for solving problems and complaints as they arise.

Per DGBA (Local), after the end of each fiscal year, the District President will provide to the Board a summary report indicating the number and types of complaints received under this policy.

Type of Complaint	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Total
Type 1								2	2	1		1	6
Type 2								2	1	1	1	2	7
Type 3						1							1
Type 4										1			1
Type 5													0
Type 6		1		1				1			1		4
Type 7						1						1	2
Type 8													0
Type 9		1	1				1	5	5	1		1	15
Total	0	2	1	1	0	2	1	10	8	4	2	5	36

Type 1	A complaint concerning an employee's pay, job duties, schedule or hours worked, or conditions of the employee's work area or environment.
Type 2	A complaint concerning violations of specific Board policy.
Type 3	A complaint regarding specific allegations of unlawful discrimination or harassment based on one or more legally protected classifications.
Type 4	A complaint regarding specific allegations of unlawful discrimination or retaliation based on the exercise of legally protected rights.
Type 5	A complaint regarding specific allegations of adverse personnel action based on the employee's good faith report to an appropriate law enforcement authority of a violation of a law by the College District or employee, i.e., whistleblower complaints.
Type 6	A complaint arising from the termination of an at-will employee.
Type 7	A complaint by a faculty member arising from the recommendation for nonrenewal or termination of their faculty contract or by an employee arising from the termination of their contract of employment.
Type 8	Complaints concerning the withdrawal of consent to remain on campus.
Type 9	Any other complaint brought by an employee against another employee, supervisor, manager, vendor, or the College District.

Resource:

Dr. Allison Venuto, Chief Human Resources Officer

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