

## BP 4144/4244/4344 – ALL PERSONNEL – COMPLAINTS

Note: This optional policy and regulation may be used in connection with employee complaints alleging the misapplication of policies, regulations, rules and procedures which fall outside the scope of negotiated employee contract grievance procedures.

The School Board recognizes the need for providing employees with a process for addressing concerns regarding issues which are not subject to formal grievance procedures. This complaint process applies to misapplication of policies, regulations or rules of the district.

The Superintendent or designee shall establish complaint procedures which encourage the prompt submission of complaints and resolution of conflicts.

The School Board expects that employees and supervisors will make every effort to resolve employee complaints and disagreements informally before resorting to formal complaint procedures.

(cf. 1312.3 - *Complaints Concerning Discrimination*)

(cf. 4119.11/4219.11/4319.11 - *Sexual Harassment*)

(cf. 4141/4241 - *Negotiated Agreement*)

Legal Reference:

ALASKA STATUTES

23.40.270 Declaration of policy (PERA)

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9/92