

# Beaverton School District 48J

Code: **GBM**  
Adopted: 10/26/15  
Orig. Code(s): GBM

## Staff Complaints

~~It is an unlawful employment practice for an employer to discharge, demote, suspend or in any manner discriminate or retaliate against an employee with regard to promotion, compensation or other terms, conditions or privileges of employment for the reason that the employee has in good faith reported information in a manner as to disclose employer violations of any federal or state law, rule or regulation, mismanagement, gross waste of funds, abuse of authority, or substantial and specific danger to public health and safety.~~

The superintendent or designee will develop a complaint procedure which will be available for all employees who ~~contend they have been subject to~~ believe there is evidence of, and wish 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 negotiated contract, nor will it be used in any instance where a negotiated contract provides a dispute resolution procedure. Disputes concerning an employee's dismissal or nonrenewal will not be grieved under this procedure.

All reasonable efforts will be made to resolve complaints informally.

~~Regulations will be developed to outline procedural timelines and steps under this policy.~~ The district will use the complaint process in policy KL - Public Complaints to address any alleged violations of this policy.

END OF POLICY

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### Legal Reference(s):

[ORS 332.107](#)

[OAR 581-022-1720](#)

[ORS 659A.199 to -659A.224](#)

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

[Connick v. Myers, 461 U.S. 138 \(1983\).](#)