

# Sheridan School District 48J

Code: **GBM**  
Adopted: 1/17/01  
Revised/Readopted: 3/21/12; 5/20/15  
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 that they have been subject to 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 purpose of these procedures is to provide an orderly procedure for the consideration and amicable resolution of problems related to the application or interpretation of district personnel policies.

The complaint procedure will not be available to resolve disputes and disagreements related to the provisions of any negotiated contract, nor in any other instance where a negotiated contract provides a dispute resolution procedure. Disputes concerning an employee's dismissal, contract nonrenewal or contract nonextension will not be processed under this procedure.

The Board guarantees that there shall be no reprisals against any employee utilizing the complaint procedures, or a part of interest thereto, by the Board or any employee of the school district.

All possible 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. The district will use the [designated] complaint process in [<sup>1</sup>administrative regulation KL-AR - Public Complaints Procedure] to address any alleged violations of this policy.

END OF POLICY

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<sup>1</sup>If the district created and has a GBM-AR - Staff Complaints, it may want to consider inserting that language here.

**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).