

BP 1312.1 PUBLIC COMPLAINTS CONCERNING SCHOOL PERSONNEL

The School Board places trust in its employees and desires to support their actions in such manner that employees are free from unwarranted, spiteful or negative criticism and complaints. The Superintendent or designee shall develop procedures which will permit the public to lodge complaints or criticism against staff members, assure full consideration, and protect the rights of the staff members and the district. Verbal complaints against an employee initially made to a School Board member, Advisory School Board member, or at a School Board meeting will be referred to the Superintendent or designee for appropriate consideration and action.

The District will respond to complaints concerning school personnel, investigate as appropriate, and take action as may be necessary or advisable to resolve the concern. Complaints should follow the complaint filing and resolution process set forth in administrative regulation.

The process for complaints concerning school personnel will be administered in a fair and nondiscriminatory manner on behalf of both the complainant and the personnel involved.

(cf. [1312](#) - *Public Complaints Concerning the Schools*)

(cf. [4112.6](#) - *Personnel Records*)

(cf. [9323](#) - *Meeting Conduct*)

Note: When public complaints include allegations of child abuse, it is imperative that school officials consult [BP 5141.4 - Child Abuse and Neglect \(Reporting Procedures\)](#). Though a district may implement its complaint procedures in such cases, the duty to report suspected child abuse comes first. We encourage school districts to rely on the child protective agencies for resolving these complaints and determining if the child abuse report is unfounded. The following language is optional.

OPTION 1: This policy shall not apply when a public complaint involves accusations of child abuse. When a school employee is accused of child abuse, it shall be investigated by proper authorities in accordance with child abuse laws.

OPTION 2: When public complaints involve accusations of child abuse, the provisions of this policy and regulation shall be implemented only after the child abuse reporting requirements specified in law have been fulfilled

cf. [5141.4](#) - *Child Abuse and Neglect (Reporting Procedures)*)

(cf. [5141.42](#) - *Professional Boundaries for staff and students*)

Legal Reference:

ALASKA STATUTES

[44.62.310](#) Government meetings public

Revised 10/2021

Reviewed: January 21, 2023

Reviewed: January 24, 2023

Adopted: February 21, 2023

