

Staff Complaints Policy

Code: **GBM**

Amity School District 4J

Adopted: 2/8/89 Revised/Readopted: 6/24/2015, 02/08/17

Staff Complaints

The superintendent or designee will develop a complaint procedure which will be available for all employees who wish to report a violation, misinterpretation, or inappropriate application of district personnel policies and/or administrative regulations and/or a mismanagement, gross waste of funds or abuse of authority; or created a substantial and specific danger to public health and safety. The complaint procedure will provide an orderly procedure for the consideration and 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 collective bargaining agreement, nor will it be used in any instance where a collective bargaining agreement provides a dispute resolution procedure. Disputes concerning an employee's dismissal, contract nonrenewal or contract nonextension will not be processed under this procedure.

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 KL Public Complaints to address any alleged violations of this policy.

END OF POLICY

Legal Reference(s):

[ORS 332.107](#) [ORS 659A.199](#) [OAR 581-022-1720](#)

Anderson v. Central Point School District No. 6, 746 F. 2d 505 (9th Cir. 1984). Connick v. Myers, 461 U.S. 138 (1983).