

## BOARD POLICY

### Complaints Against School Employees

The Board of Trustees recognizes its duty to the public for the quality of the district's educational program and the performance of district employees. The district shall provide a process by which a complaint submitted by any person regarding an employee can be resolved impartially, expeditiously, and with minimal disruption to district operations and the educational program.

Any person who feels there is a basis for registering a complaint or a serious negative criticism regarding the actions or behavior of any school district employee will follow the Board's procedures established for the processing of such complaints or criticism.

The Superintendent or designee shall determine whether a complaint against any other employee should be considered a complaint against the district and/or a district employee under this policy, and whether it should be resolved by the district's process for complaints concerning employees and/or other district procedures. The Superintendent's (or designee) determination is final and not subject to appeal.

Any complaint of child abuse or neglect alleged against a district employee shall be reported to the appropriate local agencies in accordance with law and Board Policy. Any complaint alleging that an employee engaged in unlawful discrimination (such as discriminatory harassment, intimidation, or bullying) in district programs and activities shall be filed in accordance with BP/AR 3119/3119.1 - Uniform Complaint Procedures. Any complaint by an employee, job applicant, volunteer, intern, or independent contractor alleging unlawful discrimination or harassment by an employee shall be filed in accordance with BP/AR 4010/4010.1 – Nondiscrimination- Employees and Applicants.

Procedures described in administrative regulations will focus on constructive efforts to resolve the complaint in such manner as to enhance the learning opportunity for those students concerned or affected.

Ref: EC Sections 35160-35161, 44811

Adopted: October 11, 1968

Revised: August 27, 1979

Revised: October 2, 1984

Reviewed: March 4, 1986

Reviewed: July 1, 2000

Revised: September 20, 2022