

Grossmont Union High Board Policy

BP 1312.1

Community Relations

Complaints Concerning District Employees

The Governing Board places trust in its employees and desires to support their actions in such a manner that employees are freed from unwarranted, spiteful, or negative criticism and complaints.

The Board accepts responsibility for providing a means by which the public can hold employees accountable for their actions. The Board desires that complaints be resolved expeditiously without disrupting the educational process.

The Superintendent or designee shall develop regulations which permit the public to submit complaints against District employees in an appropriate way. These regulations shall protect the rights of involved parties. The Board may serve as an appeals body if the complaint is not resolved.

(cf. 1312.2 - Complaints Concerning Instructional Material)

(cf. 1312.3 - Uniform Complaint Procedures)

(cf. 3515.2 - Disruptions)

Verbal complaints against an employee initially made to a Board member or at a Board meeting will be referred to the Superintendent for appropriate consideration and action according to administrative regulations and negotiated agreements.

When a complaint is made, the Superintendent or designee shall determine whether it should be resolved by the District's process for complaints, the District's uniform complaint procedures, or negotiated agreements.

(cf. 1312.3 - Uniform Complaint Procedures)

When a school employee is accused of child abuse, the District shall inform the appropriate authorities in accordance with law. (Penal Code 11166, 11166.5)

(cf. 5141.4 - Child Abuse and Neglect (Reporting Procedures))

The Board shall annually review District policies and regulations regarding complaints against school personnel. (Education Code 35150.5)

(cf. 6144 - Controversial Issues)

The Board prohibits retaliation against complainants. The Superintendent or designee at his/her discretion may keep a complainant's identity confidential, except to the extent necessary to investigate the complaint.

Legal Reference:

EDUCATION CODE

33308.1 Guidelines on procedure for filing child abuse complaints

35146 Closed sessions

35160.5 Requirement for school district policies: parental complaints re employees

44031 Personnel file contents and inspection

44811 Disruption of public school activities

44932-44949 Resignation, dismissal and leaves of absence (rights of employee; procedures to follow)

GOVERNMENT CODE

54957 Closed session; complaints re employees

54957.6 Closed session; salaries or fringe benefits

PENAL CODE

273 Cruelty or unjustifiable punishment of child

11164-11174.3 Child Abuse and Neglect Reporting Act

WELFARE AND INSTITUTIONS CODE

300 Minors subject to jurisdiction of juvenile court

STATUTES OTHER THAN CODE

Chapter 1102, Statutes of 1991, Section 6 - Child Abuse Complaints

Management Resources:

CDE LEGAL ADVISORIES

0910.93 Guidelines for parents to report suspected child abuse by school district employees or other persons against a pupil at school site (LO:4-93)

Policy GROSSMONT UNION HIGH SCHOOL DISTRICT

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