

# Grossmont Union HSD

## Board Policy

### Complaints

BP 4144 4244,4344

#### Personnel

It is the policy of the Grossmont Union High School District, in keeping with the ultimate goal of serving the educational welfare of students, to develop and practice reasonable and effective methods of resolving difficulties which may arise among employees. The intent is to reduce potential areas of complaints and to establish and maintain recognized channels of communication between staff and administration.

The Assistant Superintendent, Human Resources, is hereby designated as the complaint officer for certificated staff. The Director of Classified Personnel is hereby designated as the complaint officer for classified employees. It shall be the function of these administrators to conduct appropriate in-service workshops and to establish complaint procedures and to monitor and/or facilitate the processing of these procedures within the stated time lines.

Note: Should the designated complaint administrator be involved in the alleged complaint, his or her immediate supervisor or designee shall act as the complaint officer.

Formal grievances shall be processed in accordance with the procedures established in collective bargaining unit contracts when applicable.

#### Legal Reference:

##### GOVERNMENT CODE

3543 Public school employees' rights

3543.1 Rights of employee organizations

53296 Definitions

53297 Filing complaint

53298 Reprisals

53298.5 Violations; punishment

Policy

adopted: October 21, 1993

GROSSMONT UNION HIGH SCHOOL DISTRICT

La Mesa, California