

## **Staff Concerns/Complaints/Grievances**

It is the desire of the Board of Education (the "Board") for Mapleton Public Schools (the "District") that procedures for settling differences provide for prompt and equitable resolution at the lowest possible administrative level and that each employee be assured an opportunity for orderly presentation and review of complaints without fear of reprisal.

A "grievance" is defined as an alleged material violation of District policies or regulations that apply to all employees. A complaint concerning unlawful discrimination and/or harassment may be filed in accordance with the District's applicable procedures.

The process designated for the resolution of "grievances" in agreements between the Board and recognized employee organizations shall apply only to grievances as defined in the particular agreement/handbook.

Nothing in this policy shall be construed to imply in any manner the establishment of personal rights not explicitly established by statute or District policy. Neither shall anything in this policy be construed to establish any condition prerequisite relative to nonrenewal of contracts, transfer, assignment, dismissal, or any other employment decision relating to District personnel.

All employment decisions remain within the sole and continuing discretion of the administration and/or the Board, as appropriate, subject only to the conditions and limitations prescribed by State law.

*Adopted September 25, 2018, by the Board of Education for Mapleton Public Schools.*

### LEGAL REFERENCES:

Negotiated Agreement: Article 9

### CROSS REFERENCES:

AC: Nondiscrimination/Equal Opportunity

AC-R: Regulation: Nondiscrimination/Equal Opportunity (Complaint and Compliance Process)

GBA: Open Hiring/Equal Employment Opportunity

GBAA: Sexual Harassment