

Human Resources – Grievances and Investigations

The Board of Education believes all employees are entitled to a fair, objective, and unbiased (impartial) process to investigate a complaint, accusation, or alleged employee misconduct.

The Board also believes there should be a clear statement which prohibits any retaliation or reprisal against an employee for raising a legitimate issue with management.

An internal or external investigation may include both informal, less formative and formal processes and strategies to determine a course of action.

Any process used to investigate a matter must maintain confidentiality to the best extent possible under the circumstance.

Any process must be developed in consultation with all employee groups.

The Superintendent of Schools or designate will provide the Board with a monthly summary outlining the status of all current grievances and investigations into employee conduct.

An appeal procedure should be part of any process for an employee who feels they have been unjustly treated.

Date of Board Approval:

Date Amended: