

**Policy 4144: Complaints**

**Status:** DRAFT

**Original Adopted Date:** Pending

The Governing Board recognizes the need to establish a process to allow employees and job applicants to have their concerns heard in an expeditious and unbiased manner. The Board expects that employees will make every effort to resolve complaints and disagreements informally before filing a formal complaint.

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

All matters related to a complaint shall be kept confidential and any document, communication, or record regarding the complaint shall be placed in a separate file and shall not be placed in an employee's personnel file

**Policy Reference Disclaimer:** These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

**State References**

	<b>Description</b>
5 CCR 4900-4965	<a href="#">Nondiscrimination in elementary and secondary educational programs receiving state or federal financial assistance</a>
Ed. Code 200-262.4	<a href="#">Prohibition of discrimination</a>
Ed. Code 35186	<a href="#">Complaints regarding teacher vacancy or misassignment</a>
Ed. Code 44110-44114	<a href="#">Reporting by school employees of improper governmental activity</a>
Gov. Code 3543	<a href="#">Public school employees' rights</a>
Gov. Code 3543.1	<a href="#">Rights of employee organizations</a>
Gov. Code 53296-53299	<a href="#">Disclosure of confidential information; whistleblower</a>
Gov. Code 54957	<a href="#">Complaints against employees; right to open session</a>
Lab. Code 1102.5-1106	<a href="#">Whistleblower protections</a>

**Management Resources References**

	<b>Description</b>
Website	<a href="#">CSBA District and County Office of Education Legal Services</a>
Website	<a href="#">CSBA</a>

**Cross References**

	<b>Description</b>
0410	<a href="#">Nondiscrimination In District Programs And Activities</a>
1312.1	<a href="#">Complaints Concerning District Employees</a>
1312.1	<a href="#">Complaints Concerning District Employees</a>
1312.1-E PDF(1)	<a href="#">Complaints Concerning District Employees</a>
1312.4	<a href="#">Williams Uniform Complaint Procedures</a>
1312.4-E(1)	<a href="#">Williams Uniform Complaint Procedures</a>
1312.4-E(2)	<a href="#">Williams Uniform Complaint Procedures</a>
3320	<a href="#">Claims And Actions Against The District</a>
3320	<a href="#">Claims And Actions Against The District</a>
4000	<a href="#">Concepts And Roles</a>
4030	<a href="#">Nondiscrimination In Employment</a>
4030	<a href="#">Nondiscrimination In Employment</a>
4033	<a href="#">Lactation Accommodation</a>
4112.6	<a href="#">Personnel Files</a>

4119.1	<a href="#">Civil And Legal Rights</a>
4119.11	<a href="#">Sexual Harassment</a>
4119.11	<a href="#">Sexual Harassment</a>
4119.23	<a href="#">Unauthorized Release Of Confidential/Privileged Information</a>
4136	<a href="#">Nonschool Employment</a>
4212.6	<a href="#">Personnel Files</a>
4219.1	<a href="#">Civil And Legal Rights</a>
4219.11	<a href="#">Sexual Harassment</a>
4219.11	<a href="#">Sexual Harassment</a>
4219.23	<a href="#">Unauthorized Release Of Confidential/Privileged Information</a>
4236	<a href="#">Nonschool Employment</a>
4312.6	<a href="#">Personnel Files</a>
4319.1	<a href="#">Civil And Legal Rights</a>
4319.11	<a href="#">Sexual Harassment</a>
4319.11	<a href="#">Sexual Harassment</a>
4319.23	<a href="#">Unauthorized Release Of Confidential/Privileged Information</a>
4336	<a href="#">Nonschool Employment</a>
9000	<a href="#">Role Of The Board</a>
9321	<a href="#">Closed Session</a>
9321-E(1)	<a href="#">Closed Session</a>
9321-E(2)	<a href="#">Closed Session</a>