

**Linn Benton Lincoln
Education Service District**

Code: **GBM**
Adopted: 7/8/98
Revised: 11/15/16

Staff Complaints

The Superintendent or designee will develop a complaint procedure which will be available for all employees who wish to report a violation, misinterpretation or inappropriate application of ESD personnel policies and/or administrative regulations; and/or mismanagement, gross waste of funds or abuse of authority; and/or the existence of a substantial and specific danger to public health and safety. The complaint procedure will provide an orderly process for the consideration and resolution of problems in the application or interpretation of ESD personnel policies.

The complaint procedure will not be used to resolve disputes and disagreements related to the provisions of any collective bargaining agreement, nor will it be used in any instance where a collective bargaining agreement provides a dispute resolution procedure. Disputes concerning an employee's dismissal, contract non-renewal or contract non-extension will not be processed under this procedure.

Reasonable efforts will be made to resolve complaints informally.

The Superintendent will develop administrative regulations to outline time lines and steps under this policy, as necessary. The ESD will use the designated complaint process in administrative regulation GBM-AR-Procedure for Resolving Staff Complaints.

END OF POLICY

Legal Reference(s):

[ORS 334.125](#)
[ORS 659A.199 to .224](#)

[OAR 581-024-0245](#)

Anderson v. Central Point Sch. Dist., 746 F.2d 505 (9th Cir. 1984).
Connick v. Myers, 461 U.S. 138 (1983).