

**Policy 4144: Complaints**

**Status:** DRAFT

**Original Adopted Date:** 09/20/2001

The Governing Board recognizes the need for providing employees with a complaint process.

The Board expects that employees and supervisors will make every effort to resolve employee complaints and disagreements informally before resorting to formal complaint procedures.

The Superintendent or designee shall establish complaint procedures which allow employees to appeal to the Board.

(cf. 4031 - Complaints Concerning Discrimination in Employment)

(cf. 4119.11/4219.11/4319.11 - Sexual Harassment)

(cf. 4141/4241 - Collective Bargaining Agreement)

**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**

5 CCR 4900-4965

**Description**

Nondiscrimination in elementary and secondary educational programs receiving state or federal financial assistance

Ed. Code 200-270

[Prohibition of discrimination](#)

Ed. Code 35186

[Complaints related to instructional materials, teacher vacancy or misassignment, and facility conditions that pose emergency or urgent threat](#)

Ed. Code 44110-44114

[Reporting by school employees of improper governmental activity](#)

Gov. Code 3543

[Public school employees' rights](#)

Gov. Code 3543.1

[Rights of employee organizations](#)

Gov. Code 53296-53299

[Disclosure of confidential information; whistleblower](#)

Gov. Code 54957

[Complaints against employees; right to open session](#)

Lab. Code 1102.5-1106

[Whistleblower protections](#)

**Management Resources References**

Website

**Description**

[CSBA District and County Office of Education Legal Services](#)

Website

[CSBA](#)

**Cross References**

0410

**Description**

[Nondiscrimination In District Programs And Activities](#)

1312.1

[Complaints Concerning District Employees](#)

1312.1

[Complaints Concerning District Employees](#)

1312.1-E PDF(1)

[Complaints Concerning District Employees - Cde Legal Advisory Lo: 4-93 Procedures For Parents Or Guardians Of Students To Identify And Report Child Abuse Committed At A School Site By A School District Employee Or Other Person](#)

1312.4

[Williams Uniform Complaint Procedures](#)

3320

[Claims And Actions Against The District](#)

3320

[Claims And Actions Against The District](#)

3320-E PDF(1)

[Claims And Actions Against The District - Transfer Of Funds](#)

4000

[Concepts And Roles](#)

**Cross References**

4030

4030

4033

4112.6

4112.6

4119.1

4119.11

4119.11

4119.23

4136

4212.6

4212.6

4219.1

4219.11

4219.11

4219.23

4236

4312.6

4312.6

4319.1

4319.11

4319.11

4319.23

4336

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9321

**Description**[Nondiscrimination In Employment](#)[Nondiscrimination In Employment](#)[Lactation Accommodation](#)[Personnel Files](#)[Personnel Files](#)[Civil And Legal Rights](#)[Sex Discrimination and Sex-Based Harassment](#)[Sex Discrimination and Sex-Based Harassment](#)[Unauthorized Release Of Confidential/Privileged Information](#)[Nonschool Employment](#)[Personnel Files](#)[Personnel Files](#)[Civil And Legal Rights](#)[Sex Discrimination and Sex-Based Harassment](#)[Sex Discrimination and Sex-Based Harassment](#)[Unauthorized Release Of Confidential/Privileged Information](#)[Nonschool Employment](#)[Personnel Files](#)[Personnel Files](#)[Civil And Legal Rights](#)[Sex Discrimination and Sex-Based Harassment](#)[Sex Discrimination and Sex-Based Harassment](#)[Unauthorized Release Of Confidential/Privileged Information](#)[Nonschool Employment](#)[Role Of The Board](#)[Closed Session](#)