

**Policy 1312.1: Complaints Concerning District Employees**

**Status:** ADOPTED

**Original Adopted Date:** 04/10/2007 | **Last Revised Date:** 06/11/2019 | **Last Reviewed Date:** 06/11/2019

The Board of Education recognizes its accountability to the public for the quality of the district's educational program and the performance of district employees. The district shall provide a process by which a complaint submitted by any person regarding an employee can be resolved impartially, expeditiously, and with minimal disruption to district operations and the educational program.

(cf. 4119.21/4219.21/4319.21 - Professional Standards)

When a concern regarding an employee is presented during a Board meeting or to an individual Board member or employee outside of a Board meeting, the complainant shall be informed of the appropriate complaint procedure. (cf. 9323 - Meeting Conduct)

Any complaint regarding the Superintendent shall be initially filed in writing with the Board. The Board shall consult with legal counsel or appoint an appropriate agent to conduct the investigation.

The Superintendent or designee shall determine whether a complaint against any other employee should be considered a complaint against the district and/or an individual employee, and whether it should be resolved by the district's process for complaints concerning personnel and/or other district procedures. Any complaint of child abuse or neglect alleged against a district employee shall be reported to the appropriate local agencies in accordance with law and BP 5141.4 - Child Abuse Prevention and Reporting. Any complaint alleging that an employee engaged in unlawful discrimination (such as discriminatory harassment, intimidation, or bullying) in district programs and activities shall be filed in accordance with BP/AR 1312.3 - Uniform Complaint Procedures. Any complaint by an employee, job applicant, volunteer, intern, or independent contractor alleging unlawful discrimination or harassment by an employee shall be filed in accordance with AR 4030 - Nondiscrimination in Employment.

(cf. 1312.2 - Complaints Concerning Instructional Materials)

(cf. 1312.3 - Uniform Complaint Procedures)

(cf. 3555 - Nutrition Program Compliance)

(cf. 4030 - Nondiscrimination in Employment)

(cf. 4144/4244/4344 - Complaints)

(cf. 5141.4 - Child Abuse Prevention and Reporting)

(cf. 5145.3 - Nondiscrimination/Harassment)

(cf. 5145.7 - Sexual Harassment)

Any complaint subject to this policy and the accompanying administrative regulation shall be investigated by the principal, the employee's immediate supervisor, the Superintendent or designee, legal counsel, agent of the Board, and/or other appropriate person who is not the subject of the complaint or subordinate to the employee charged in the complaint. The complainant and the employee shall have an opportunity to present information relevant to the complaint.

A complaint that is filed anonymously may be investigated by the Superintendent or designee depending on the specificity and reliability of the information.

If a complainant requests confidentiality, the Superintendent or designee shall inform the complainant that the request may limit the district's ability to investigate the employee's conduct or take other necessary action. However, the Superintendent or designee shall take all reasonable steps to investigate and resolve the complaint without divulging the complainant's identity.

The Board prohibits retaliation against complainants.

#### Appeals

If either the complainant or the employee submits an appeal of the Superintendent's decision to the Board, the Board shall determine whether to uphold the Superintendent's decision without hearing the complaint, appoint an appeals committee to advise the Board, or hear the appeal itself.

(cf. 9130 - Board Committees)

If the Board decides to hear the complaint, the matter shall be addressed in closed session in accordance with Government Code 54957 unless the employee requests that it be heard in open session. The Board shall review the original complaint and additional information provided by the Superintendent or designee regarding the steps taken to resolve the issue.

(cf. 9321 - Closed Session Purposes and Agendas)  
(cf. 9323 - Meeting Conduct)

The Board's decision shall be final.  
(cf. 4118 - Dismissal/Suspension/Disciplinary Action)  
(cf. 4218 - Dismissal/Suspension/Disciplinary Action)

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**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

	Description
Ed. Code 33308.1	Guidelines on procedure for filing child abuse complaints
Ed. Code 35146	Closed sessions
Ed. Code 44031	Personnel file contents and inspection
Ed. Code 44811	Disruption of classwork or extracurricular activities
Ed. Code 44932-44949	Resignation, dismissal and leaves of absence (rights of employee; procedures to follow)
Ed. Code 48987	Child abuse guidelines
Gov. Code 54957	Closed session meetings for threats to security
Gov. Code 54957.6	Closed session; representatives with employee organization
Pen. Code 11164-11174.3	Child Abuse and Neglect Reporting Act
Pen. Code 273	Cruelty or unjustifiable punishment of child
W&I Code 300	Dependent child of the court

#### Management Resources References

	Description
Court Decision	A.M. v. Albertsons, LLC, (2009) Cal.App.4th 455

#### Cross References

	Description
1100	Communication With The Public - <a href="https://simbli.eboardsolutions.com/SU/lydslshl0GgTgslshFbttLKslshK90Q==">https://simbli.eboardsolutions.com/SU/lydslshl0GgTgslshFbttLKslshK90Q==</a>
1250	Visitors/Outsiders - <a href="https://simbli.eboardsolutions.com/SU/0PLQsJHTGae35n3SovslshmEQ==">https://simbli.eboardsolutions.com/SU/0PLQsJHTGae35n3SovslshmEQ==</a>
1250	Visitors/Outsiders - <a href="https://simbli.eboardsolutions.com/SU/hfTMZwTuh6fAe7Zyslsh7R18g==">https://simbli.eboardsolutions.com/SU/hfTMZwTuh6fAe7Zyslsh7R18g==</a>
1312.2	Complaints Concerning Instructional Materials - <a href="https://simbli.eboardsolutions.com/SU/tldOxz1v7EhivNQraq9Dg==">https://simbli.eboardsolutions.com/SU/tldOxz1v7EhivNQraq9Dg==</a>
1312.2	Complaints Concerning Instructional Materials - <a href="https://simbli.eboardsolutions.com/SU/fiVWzuBVNkd36ktGRrjZYg==">https://simbli.eboardsolutions.com/SU/fiVWzuBVNkd36ktGRrjZYg==</a>
1312.2-E(1)	Complaints Concerning Instructional Materials - <a href="https://simbli.eboardsolutions.com/SU/3am9L7Hbkn66ADaCFb5BaA==">https://simbli.eboardsolutions.com/SU/3am9L7Hbkn66ADaCFb5BaA==</a>
1312.3	Uniform Complaint Procedures - <a href="https://simbli.eboardsolutions.com/SU/plusN5rHdKldrnRexcgCuHZ4w==">https://simbli.eboardsolutions.com/SU/plusN5rHdKldrnRexcgCuHZ4w==</a>
1312.3	Uniform Complaint Procedures - <a href="https://simbli.eboardsolutions.com/SU/9CQBWdQhJjqjeWjgKNoTGQ==">https://simbli.eboardsolutions.com/SU/9CQBWdQhJjqjeWjgKNoTGQ==</a>
3555	Nutrition Program Compliance - <a href="https://simbli.eboardsolutions.com/SU/qslshb7vi8E3rb8NKpLNLnZcg==">https://simbli.eboardsolutions.com/SU/qslshb7vi8E3rb8NKpLNLnZcg==</a>
3555-E(1)	Nutrition Program Compliance - <a href="https://simbli.eboardsolutions.com/SU/ThJeYd4RA9WIC61ZCPdgSQ==">https://simbli.eboardsolutions.com/SU/ThJeYd4RA9WIC61ZCPdgSQ==</a>

4030 Nondiscrimination In Employment -  
<https://simbli.eboardsolutions.com/SU/GIXjflGTX7jKlzC3VHlgaw==>

4030 Nondiscrimination In Employment -  
<https://simbli.eboardsolutions.com/SU/gemnXoVxQr4x17AplusOWXrwQ==>

4112.6 Personnel Files -  
<https://simbli.eboardsolutions.com/SU/816HxvJryMd2wtBGslshRgSxg==>

4117.7 Employment Status Reports -  
<https://simbli.eboardsolutions.com/SU/wdz6ARKZ2N3XPdKAepsishSyA==>

4118 Dismissal/Suspension/Disciplinary Action -  
<https://simbli.eboardsolutions.com/SU/2PHsyE5veJKz89ijAGeVjw==>

4118 Dismissal/Suspension/Disciplinary Action -  
<https://simbli.eboardsolutions.com/SU/6rciglX15yHjfv5Vskv3yw==>

4119.1 Civil And Legal Rights -  
<https://simbli.eboardsolutions.com/SU/gbCeezplusXYRKVdQZIGg8Jbg==>

4119.1 Civil And Legal Rights -  
<https://simbli.eboardsolutions.com/SU/HrRuQN4qiRnyF7K4olqqJQ==>

4119.21 Professional Standards -  
<https://simbli.eboardsolutions.com/SU/voKh2YvxEFZYybkJFIQlbw==>

4119.21 Professional Standards -  
<https://simbli.eboardsolutions.com/SU/xTIH13zoWrgU8F9YsyXaQ==>

4119.21-E(1) Professional Standards -  
<https://simbli.eboardsolutions.com/SU/035plusyqHWInkyHR6mgosQSQ==>

4144 Complaints -  
<https://simbli.eboardsolutions.com/SU/ymbPjg6QfNxKJ1Fehcxr5w==>

4144 Complaints -  
<https://simbli.eboardsolutions.com/SU/2crvGLw8tv2SLfKcplusX2PRA==>

4212.6 Personnel Files -  
<https://simbli.eboardsolutions.com/SU/TNSgHwMhQm41Du0bmfkV4A==>

4218 Dismissal/Suspension/Disciplinary Action -  
<https://simbli.eboardsolutions.com/SU/Syv7FcSeQidnGrtpZwMbkw==>

4218 Dismissal/Suspension/Disciplinary Action -  
<https://simbli.eboardsolutions.com/SU/giQyVRBpRaSPm34Cv4iQww==>

4219.1 Civil And Legal Rights -  
<https://simbli.eboardsolutions.com/SU/hQTR6kzNZyZUdnHRJ9slshZgg==>

4219.1 Civil And Legal Rights -  
<https://simbli.eboardsolutions.com/SU/grumhCmVcplusEplusi0z2QS83AQ==>

4219.21 Professional Standards -  
<https://simbli.eboardsolutions.com/SU/nPqhjfhtbJz8MLvMLzaNGg==>

4219.21 Professional Standards -  
<https://simbli.eboardsolutions.com/SU/P3flAUheew5Mq0UURpmF9w==>

4219.21-E(1) Professional Standards - Code Of Ethics -  
<https://simbli.eboardsolutions.com/SU/abfSq0hmxAfzjsa16slshMARQ==>

4244 Complaints -  
<https://simbli.eboardsolutions.com/SU/C7e7slshHR6yN4zy1YuXCitNQ==>

4244 Complaints -  
<https://simbli.eboardsolutions.com/SU/FKq6RjeZN1bSIUkW1qqrpw==>

4312.6 Personnel Files -  
<https://simbli.eboardsolutions.com/SU/slshR2xCZwTBM151Cgu8P0tdg==>

4317.7 Employment Status Reports -  
<https://simbli.eboardsolutions.com/SU/szU9zHTIOvslsh53YZGfSkSuQ==>

4319.1	Civil And Legal Rights - <a href="https://simbli.eboardsolutions.com/SU/ckT9MwoplussMo0afvg2zNqhQ==">https://simbli.eboardsolutions.com/SU/ckT9MwoplussMo0afvg2zNqhQ==</a>
4319.1	Civil And Legal Rights - <a href="https://simbli.eboardsolutions.com/SU/AC9xEJz0ObYmuc2Ncnpryg==">https://simbli.eboardsolutions.com/SU/AC9xEJz0ObYmuc2Ncnpryg==</a>
4319.21	Professional Standards - <a href="https://simbli.eboardsolutions.com/SU/l02pjRuFslshedCBU1bPZUPpg==">https://simbli.eboardsolutions.com/SU/l02pjRuFslshedCBU1bPZUPpg==</a>
4319.21	Professional Standards - <a href="https://simbli.eboardsolutions.com/SU/RJ2x5PbHmAY7WaCnaTgoplusg==">https://simbli.eboardsolutions.com/SU/RJ2x5PbHmAY7WaCnaTgoplusg==</a>
4319.21-E(1)	Professional Standards - <a href="https://simbli.eboardsolutions.com/SU/Ptj7ywwz8SUEplusL3y21543YA==">https://simbli.eboardsolutions.com/SU/Ptj7ywwz8SUEplusL3y21543YA==</a>
4344	Complaints - <a href="https://simbli.eboardsolutions.com/SU/PyBzuDMGJI9slshboQCQOSABw==">https://simbli.eboardsolutions.com/SU/PyBzuDMGJI9slshboQCQOSABw==</a>
4344	Complaints - <a href="https://simbli.eboardsolutions.com/SU/4B84OzoNUgZLupZR8slshYDaQ==">https://simbli.eboardsolutions.com/SU/4B84OzoNUgZLupZR8slshYDaQ==</a>
5141.4	Child Abuse Prevention And Reporting - <a href="https://simbli.eboardsolutions.com/SU/kl1gT9lggidMG1cB1CtPUQ==">https://simbli.eboardsolutions.com/SU/kl1gT9lggidMG1cB1CtPUQ==</a>
5141.4	Child Abuse Prevention And Reporting - <a href="https://simbli.eboardsolutions.com/SU/v4tcjHtToyCnZdQ0sH7mwwg==">https://simbli.eboardsolutions.com/SU/v4tcjHtToyCnZdQ0sH7mwwg==</a>
5145.3	Nondiscrimination/Harassment - <a href="https://simbli.eboardsolutions.com/SU/kJKFAkAcYvCCNmXVPfk3mA==">https://simbli.eboardsolutions.com/SU/kJKFAkAcYvCCNmXVPfk3mA==</a>
5145.3	Nondiscrimination/Harassment - <a href="https://simbli.eboardsolutions.com/SU/Dqi74FS69VivsiOxBZVDEA==">https://simbli.eboardsolutions.com/SU/Dqi74FS69VivsiOxBZVDEA==</a>
5145.7	Sexual Harassment - <a href="https://simbli.eboardsolutions.com/SU/uy5CphV54Tplus0pDIVslshi5wXQ==">https://simbli.eboardsolutions.com/SU/uy5CphV54Tplus0pDIVslshi5wXQ==</a>
5145.7	Sexual Harassment - <a href="https://simbli.eboardsolutions.com/SU/kgINupluscrGslsh0EY0oUkRvnmA==">https://simbli.eboardsolutions.com/SU/kgINupluscrGslsh0EY0oUkRvnmA==</a>
6144	Controversial Issues - <a href="https://simbli.eboardsolutions.com/SU/kSjvLO3AfwamMwYdwzPSRw==">https://simbli.eboardsolutions.com/SU/kSjvLO3AfwamMwYdwzPSRw==</a>
9000	Role Of The Board - <a href="https://simbli.eboardsolutions.com/SU/8JSKTUMD5MacybaSb01aeQ==">https://simbli.eboardsolutions.com/SU/8JSKTUMD5MacybaSb01aeQ==</a>
9012	Board Member Electronic Communications - <a href="https://simbli.eboardsolutions.com/SU/ddAOFjcU08sondGM4aBKIQ==">https://simbli.eboardsolutions.com/SU/ddAOFjcU08sondGM4aBKIQ==</a>
9130	Board Committees - <a href="https://simbli.eboardsolutions.com/SU/1Ya3KYWwlrOqy3TDI6bslshUA==">https://simbli.eboardsolutions.com/SU/1Ya3KYWwlrOqy3TDI6bslshUA==</a>
9200	Limits Of Board Member Authority - <a href="https://simbli.eboardsolutions.com/SU/7FeVtGexn0gNJFP1whDY9Q==">https://simbli.eboardsolutions.com/SU/7FeVtGexn0gNJFP1whDY9Q==</a>
9321	Closed Session - <a href="https://simbli.eboardsolutions.com/SU/SmPSijd8tm62uVUuUJN8lw==">https://simbli.eboardsolutions.com/SU/SmPSijd8tm62uVUuUJN8lw==</a>
9322	Agenda/Meeting Materials - <a href="https://simbli.eboardsolutions.com/SU/MTOg5ci8rgxat0sscMbxkw==">https://simbli.eboardsolutions.com/SU/MTOg5ci8rgxat0sscMbxkw==</a>
9323	Meeting Conduct - <a href="https://simbli.eboardsolutions.com/SU/QCWslshAhmoclJzIzokwplusUEQ==">https://simbli.eboardsolutions.com/SU/QCWslshAhmoclJzIzokwplusUEQ==</a>