

## Board Policy 1312.1

### Community Relations

#### COMPLAINTS CONCERNING DISTRICT EMPLOYEES

The Governing Board places trust in its employees and desires to support their actions in such manner that employees are freed from unwarranted criticism and complaints.

The Superintendent or designee shall develop regulations which permit the public to submit complaints against district employees in a clear and appropriate way. These regulations shall protect the rights of involved parties. The Board may serve as an appeals body if the complaint is not resolved.

*(cf. 1312.2 – Complaints Concerning Instructional Material)*  
*(cf. 1312.3 – Uniform Complaint Procedures)*  
*(cf. 3515.2 – Intruders on Campus)*

The Board prohibits retaliation against complainants. The Superintendent or designee at his/her discretion may keep a complainant's identity confidential, except to the extent necessary to investigate the complaint or to comply with due process. The district will not investigate anonymous complaints unless there is a compelling reason to do so.

Verbal charges or complaints against an employee initially made to a Board member or at a Board meeting will be referred to the Superintendent for appropriate consideration and action according to administrative regulations. Charges or complaints against a Board member or the Superintendent shall be submitted to the Board in writing.

This policy shall not apply when a public complaint involves accusation of child abuse. When a school employee is accused of child abuse, it shall be dealt with according to BP 5141.4.

*(cf. 5141.4 – Child Abuse and Neglect (Reporting Procedures)*  
*(cf. 6144 – Controversial issues)*

*Legal Reference:*

EDUCATION CODE

35146 Closed Sessions

35160.5(a)(3) requirement of school district policies: parental complaints re employees

35203 Duty of district attorney to defend in certain cases

35204 Contract with attorney in private practice

44811 Disruption of public school activities

44932-44949 Resignation, dismissal and leaves of absence (rights of employee; procedures to follow)

Approved: April 9, 1992  
Revised: 2/13/97; 4/17/97;  
Reviewed: 11/15/94

**WEST SONOMA COUNTY UHSD**  
Sebastopol, California