

**Operating Policy No. 5270  
Human Resources**

**RESOLUTION OF STAFF COMPLAINTS - GRIEVANCE**

The orderly transmission and processing of employee grievances will be provided for all classes of employees at Puget Sound Educational Service District.

A grievance is defined as any allegation of a violation of ESD policy effecting the grievant's conditions of employment, except for dismissal.

Adopted: November 1977

Revised: September 1979

Revised: January 2015

Relevant PSESD Board Governance Policies: EL 4, Treatment of Staff

Resource: [Racial Equity Tool](#)

In support of the Agency's commitment to become an Antiracist Multicultural Organization, the agency utilizes the *Racial Equity Tool*, developed by the City of Seattle's Race & Social Justice Initiative, to ensure racial equity best practices are engaged when evaluating programs, practices, policies and procedures and workforce equity.