

<h1>POLICY</h1>	2021	6190
	Personnel	

SUBJECT: Staff Complaints and Grievances

Staff complaints and grievances pertaining to work-related issues arise from time to time and are generally addressed by collective bargaining agreements. However, to address staff complaints/grievances not covered by bargaining agreements as well as for those employees not covered by such an agreement, the Board establishes this policy. Complaints regarding violation of civil rights are covered by Policy 1800 Equal Opportunity, complaints regarding workplace harassment by Policy 6170.

The Board acknowledges that staff members have the right to present complaints and grievances in accordance with these procedures free from coercion, interference, restraint, discrimination or reprisal. Staff complaints that are not covered under the General Municipal Law or cannot be resolved under procedures of Policies 1800 or 6170 shall be subject to the discretion of the Board of Education as to the method by which the complaint may be brought and grievances resolved.

42 USC § 12111-12117; 12210 (Americans with Disabilities Act)

General Municipal Law, Article 15-c

20 USC Chapter 38; 45 CFR Part 86 (Title IX, Education Amendments of 1972)

29 USC § 794 (Rehabilitation Act of 1973, § 504)

Adopted: Board of Education

January 3, 2018

Approved: Board of Education

May 26, 2021