

Liberty Union High School District

Board Policy

Classification: All Personnel

Policy No.

BP 4144/4244/4344

Subject: Complaints

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Effective 2/8/23

The Governing Board recognizes the need to establish a process to allow employees and job applicants to have their concerns heard in an expeditious and unbiased manner. The Board expects that employees will make every effort to resolve complaints and disagreements informally before filing a formal complaint.

(cf. [1312.3](#) - Uniform Complaint Procedures)

(cf. [1312.4](#) - Williams Uniform Complaint Procedures)

(cf. [3320](#) - Claims and Actions Against the District)

(cf. [4030](#) - Nondiscrimination in Employment)

(cf. [4119.11/4219.11/4319.11](#) - Sexual Harassment)

The Board prohibits retaliation against complainants. The Superintendent or designee may keep a complainant's identity confidential, except to the extent necessary to investigate the complaint.

(cf. [4119.1/4219.1/4319.1](#) - Civil and Legal Rights)

(cf. [4119.23/4219.23/4319.23](#) - Unauthorized Release of Confidential/Privileged Information)

All matters related to a complaint shall be kept confidential and any document, communication, or record regarding the complaint shall be placed in a separate file and shall not be placed in an employee's personnel file.

(cf. [4112.6/4212.6/4312.6](#) - Personnel Files)

Legal Reference:

EDUCATION CODE

[200-262.4](#) Prohibition of discrimination on the basis of sex

[35186](#) Williams uniform complaint procedures

[44110-44114](#) Reporting by school employees of improper governmental activity

GOVERNMENT CODE

[3543](#) Public school employees' rights

[3543.1](#) Rights of employee organizations

[53296-53299](#) Disclosure of confidential information; whistleblower

[54957](#) Closed session; personnel matters

LABOR CODE

[1102.5-1106](#) Whistleblower protections

CODE OF REGULATIONS, TITLE 5

[4900-4965](#) Nondiscrimination in district programs and activities

Management Resources:

WEB SITES

CSBA: <http://www.csba.org>

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