

Personnel**COMPLAINTS**

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.

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.

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.

Legal Reference:**State**

5 CCR 4900-4965

Ed. Code 200-262.4

Ed. Code 35186

Ed. Code 44110-44114

Gov. Code 3543

Gov. Code 3543.1

Gov. Code 53296-53299

Gov. Code 54957

Lab. Code 1102.5-1106

Management Resources

Website

Website

Description

Nondiscrimination in elementary and secondary educational programs receiving state or federal financial assistance

[Prohibition of discrimination](#)[Complaints regarding teacher vacancy or misassignment](#)[Reporting by school employees of improper governmental activity](#)[Public school employees' rights](#)[Rights of employee organizations](#)[Disclosure of confidential information; whistleblower](#)[Complaints against employees; right to open session](#)[Whistleblower protections](#)**Description**[CSBA District and County Office of Education Legal Services](#)[CSBA](#)

Policy Adopted: July 5, 1990
Revised: April 18, 2024

WESTMINSTER SCHOOL DISTRICT
Westminster, California