

CARBON CAREER & TECHNICAL INSTITUTE

SECTION: CLASSIFIED EMPLOYEES

TITLE: COMPLAINT PROCESS

ADOPTED: November 18, 2004

REVISED: August 17, 2006

REVIEWED: October 16, 2025

	526. COMPLAINT PROCESS
1. Purpose	Purpose It is the Joint Operating Committee's intent to establish reasonable and effective means of resolving difficulties that may arise among employees, to reduce potential areas of complaints, and to establish and maintain recognized two-way channels of communication between supervisory personnel and classified employees for situations not covered by the terms of a collective bargaining agreement.
2. Authority	Authority The Joint Operating Committee adopts this policy to facilitate proper and equitable solutions to complaints at the lowest appropriate level, and to establish an orderly procedure within which solutions may be pursued. There shall be no reprisals of any kind taken against any employees or their representatives because of support of or participation in a complaint.
3. Definition	Definition Complaint - any unresolved problem or interpretation of state laws or regulations; policies or rules of the Joint Operating Committee; and written administrative procedures.
4. Guidelines	Guidelines Complaints should be discussed in a private, informal conference between the parties involved. At least one (1) private meeting should take place between the parties before the complaint procedure is invoked. A complainant may be represented or accompanied at any higher level of authority by anyone the individual chooses. The time limits provided in this policy may be extended by mutual agreement of the parties. Any decision not appealed within the time limits from one level to the next level shall be considered settled on the basis of the last decision and not subject to further appeal.

Level One - Building Principal

Within seven (7) days after the occurrence giving rise to the complaint, and following an informal discussion as outlined, the complainant must present his/her complaint in writing to the principal.

This statement shall be a clear, concise expression of the complaint and the rule, policy or law for which there is an alleged violation, circumstances on which the complaint is based, person(s) involved, decision rendered at the private conference and remedy sought.

Copies of this statement may be sent to any individuals who were present.

Within five (5) days the principal shall communicate the decision in writing to the employee. If the principal does not respond within the time limit, the complainant may appeal to the next level.

Either party to the complaint shall have the right to request a personal conference in order to resolve the problem. Either party may request the presence of one (1) conferee.

Level Two - Administrative Director

Within five (5) days after receiving the decision of the administrator at Level One, the complainant may appeal the decision to the Administrative Director/designee.

This written statement shall include a copy of the original complaint, the decision rendered, the name of the appellant's conferee, if any, and a clear concise statement of the reasons for the appeal on the decision.

The Administrative Director or designee shall investigate the complaint, giving all persons who participated in Level One a reasonable opportunity to be heard.

Within seven (7) days after delivery of the appeal, the Administrative Director or designee shall submit a decision in writing, together with the supporting reasons, to the complainant and the administrators involved.

Either party in the appeal may request a personal conference within the above time limits. If the decision has not been rendered within the time limits, the complainant may appeal to the next level.

	<u>Level Three - The Joint Operating Committee</u> Within seven (7) days after receiving the decision of the Administrative Director or designee, the complainant may appeal the decision in writing to the Joint Operating Committee. The Joint Operating Committee shall schedule the matter for a hearing at an executive session to be held at the next regularly scheduled Joint Operating Committee meeting. The complainant and the conferee shall be present at the hearing. Within ten (10) days the Joint Operating Committee will submit its decision in writing, together with supporting reasons, to the complainant. A copy shall be furnished to the administrators involved and the Administrative Director. The decision of the Joint Operating Committee is final. <u>Miscellaneous Provisions</u> All documents, communications, and records dealing with processing a complaint shall be filed in a separate file and shall not be kept in the personnel file of any of the participants.
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