

STAFF CONCERNS/COMPLAINTS/GRIEVANCES

It is the Board's desire that procedures for settling employee differences provide for prompt and equitable resolution at the lowest possible administrative level and that each employee be assured an opportunity for orderly presentation and review of complaints without fear of reprisal.

A "grievance" is defined as an alleged material violation of Board policies or administrative regulations that apply to all employees. A complaint concerning unlawful discrimination and/or harassment may be filed in accordance with the Centennial BOCES's applicable procedures.

Nothing in this policy shall be construed to imply in any manner the establishment of personal rights not explicitly established by statute or Board policy. Neither shall anything in this policy be construed to establish any condition prerequisite relative to transfer, assignment, dismissal or any other employment decision relating to Centennial BOCES personnel.

All employment decisions remain within the sole and continuing discretion of the administration and/or Board, as appropriate, subject only to the conditions and limitations prescribed by Colorado law.

CROSS REFS.: AC, Nondiscrimination/Equal Opportunity
 AC-R, Nondiscrimination/Equal Opportunity (Complaint and Compliance Process)
 GBA, Open Hiring/Equal Employment Opportunity
 GBAA, Sexual Harassment

Revised: April 18, 2019
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Reviewed: CASB 2005
Adopted: June 16, 1998
Centennial BOCES