

## North Orange County Regional Occupational Program

### Policy

ROP BP 4142  
4242  
4342

All Personnel

#### EMPLOYEE GRIEVANCE RESOLUTION

The Governing Board recognizes the need for providing employees with a grievance resolution process. A written procedure for resolving complaints will be maintained by the Superintendent or designee.

All employees shall have the right to file grievances without fear of prejudice, reprisal, or a reduction in status as a result of having filed a grievance.

A grievance is defined as a claim by an employee that there has been a violation, misinterpretation, or misapplication of a specific board policy or administrative regulation.

The Board expects that employees and supervisors will make every effort to resolve employee complaints and disagreements informally before resorting to formal complaint procedures. The decision of the Superintendent or designee shall be final.

Revised: January 16, 2008  
Revised: August 22, 2001  
Adopted: September 14, 1976