

Policy 1312.1: Complaints Concerning District Employees

Status: ADOPTED

Original Adopted Date: 11/07/2007

The Governing Board accepts responsibility for providing a means by which the public can hold employees accountable for their actions. The Board desires that complaints be resolved expeditiously without disrupting the educational process.

The Superintendent or designee shall develop regulations which permit the public to submit complaints against district employees in an appropriate way. These regulations shall protect the rights of involved parties. The Board may serve as an appeals body if the complaint is not resolved.

The Board prohibits retaliation against complainants. The Superintendent or designee at his/her discretion may keep a complainant's identity confidential, except to the extent necessary to investigate the complaint. The district will not investigate anonymous complaints unless it so desires.

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State References

State References	Description
Ed. Code 33308.1	Guidelines on procedure for filing child abuse complaints - https://simbli.eboardsolutions.com/SU/pgUau9aWex5qOBjplusscAIGQ==
Ed. Code 35146	Closed sessions - https://simbli.eboardsolutions.com/SU/faH69lwyLAJf8Pqslshf87uhg==
Ed. Code 44031	Personnel file contents and inspection - https://simbli.eboardsolutions.com/SU/fM4Aplus8QNx9VcNqdAnloxRw==
Ed. Code 44811	Disruption of classwork or extracurricular activities - https://simbli.eboardsolutions.com/SU/WEI49fE73slshn4LFEa6HOSGw==
Ed. Code 44932-44949	Resignation, dismissal and leaves of absence (rights of employee; procedures to follow) - https://simbli.eboardsolutions.com/SU/t58pmuN1UoBGqKr4eb7iEA==
Ed. Code 48987	Child abuse guidelines - https://simbli.eboardsolutions.com/SU/5Umc4hnfEiwGplusj12ym3vxQ==
Gov. Code 54957	Closed session; complaints re employees - https://simbli.eboardsolutions.com/SU/slshHI9rGplusU5KWWytZk9AyVpA==
Gov. Code 54957.6	Closed sessions regarding employee matters - https://simbli.eboardsolutions.com/SU/MkNHdhmwOzofoaWq9tbc5Q==
Pen. Code 11164-11174.3	Child Abuse and Neglect Reporting Act - https://simbli.eboardsolutions.com/SU/d2kLxTbwlOmuFq7YpUplusplusqA==
Pen. Code 273	Cruelty or unjustifiable punishment of child - https://simbli.eboardsolutions.com/SU/mTwvaKm9tEHJzHCSKilTKg==
W&I Code 300	Minors subject to jurisdiction of juvenile court - https://simbli.eboardsolutions.com/SU/tikb1GZidxlshtubKJ1IAOpA==

Management Resources References

Management Resources References	Description
Court Decision	Baca v. Moreno Valley Unified School District, (1996) 936 F. Supp. 719
Website	CSBA District and County Office of Education Legal Services - https://simbli.eboardsolutions.com/SU/UdykszdmPETuDsIshXk6R5akQ==

Cross References

Cross References	Description
1100	Communication With The Public - https://simbli.eboardsolutions.com/SU/OaplusQ5EvVN5EhQIPsRtFgig==

1250	Visitors/Outsiders - https://simbli.eboardsolutions.com/SU/GSLVcbUIcplus79sH3FZxPuw==
1312.2	Complaints Concerning Instructional Materials - https://simbli.eboardsolutions.com/SU/yQ8dqEz5pVhWO69nZ0lveA==
1312.3	Uniform Complaint Procedures - https://simbli.eboardsolutions.com/SU/jTXa27ru6jYMNEnhEslshd46A==
1312.3	Uniform Complaint Procedures - https://simbli.eboardsolutions.com/SU/sAne3rIX9rujnAiEpaecYA==
4030	Nondiscrimination In Employment - https://simbli.eboardsolutions.com/SU/99VyuYWTL4em95hpTViiyg==
4030	Nondiscrimination In Employment - https://simbli.eboardsolutions.com/SU/b6ULnUzCbXplusIMcJplusJrbqFA==
4118	Dismissal/Suspension/Disciplinary Action - https://simbli.eboardsolutions.com/SU/FStvdhtDr0Q0u5KlcWHr5g==
4118	Dismissal/Suspension/Disciplinary Action - https://simbli.eboardsolutions.com/SU/3UgpoC1fW4B1plus2Vwx5Mi4g==
4119.1	Civil And Legal Rights - https://simbli.eboardsolutions.com/SU/jZtplusplusetksh2S1nslsh4fZ3E4Q==
4119.21	Professional Standards - https://simbli.eboardsolutions.com/SU/JKZe3DTplusjf1A4fk0sIYOQ==
4219.1	Civil And Legal Rights - https://simbli.eboardsolutions.com/SU/C1zoOGevXjvGtOWkr1OWmg==
4219.21	Professional Standards - https://simbli.eboardsolutions.com/SU/N7WDSUslshMSslshlshWDtjRvnABvQ==
4319.1	Civil And Legal Rights - https://simbli.eboardsolutions.com/SU/pw7HMIzdw8NHhYdMsAVKEg==
4319.21	Professional Standards - https://simbli.eboardsolutions.com/SU/q3BODXEqNMIVyh72120fGQ==
5141.4	Child Abuse Prevention And Reporting - https://simbli.eboardsolutions.com/SU/hlg1Ny7iuXwRzLmsrhWEIA==
5145.12	Search And Seizure - https://simbli.eboardsolutions.com/SU/tEHCaclpOjlvpa2efd0FNA==
5145.3	Nondiscrimination/Harassment - https://simbli.eboardsolutions.com/SU/HS2jqQmcpirrVcOPcO1cA==
5145.3	Nondiscrimination/Harassment - https://simbli.eboardsolutions.com/SU/hg8YrNfWlZ9xowEWRGjf4A==
5145.7	Sexual Harassment - https://simbli.eboardsolutions.com/SU/rBQeKJ8CuSK3Vs2ghQlp6A==
5145.7	Sexual Harassment - https://simbli.eboardsolutions.com/SU/8uQACoOGLQW90jy5rRhSVw==
5145.9	Hate-Motivated Behavior - https://simbli.eboardsolutions.com/SU/9VqcQFGQvtC93eHXkr8uFg==
6144	Controversial Issues - https://simbli.eboardsolutions.com/SU/wTGAooyS1lg9S8K8MCaiJw==
9000	Role Of The Board - https://simbli.eboardsolutions.com/SU/tc0CXLUQ6UslshQzDJkTBgBA==
9012	Board Member Electronic Communications - https://simbli.eboardsolutions.com/SU/TE8SIGPs2xjXPq1x75OKSQ==
9130	Board Committees - https://simbli.eboardsolutions.com/SU/mnZ0ZsrGhqVdkplussOfJ1qeg==

- 9200 Limits Of Board Member Authority -
<https://simbli.eboardsolutions.com/SU/6ejnLPMvDZSCmbydcxE5ZA==>
- 9322 Agenda/Meeting Materials -
<https://simbli.eboardsolutions.com/SU/Pz4fpOZYixyY8l3gbcsqwQ==>
- 9323 Meeting Conduct -
<https://simbli.eboardsolutions.com/SU/APjtEUOFiCVVslshg2mRplusdCug==>