

COMPLAINTS CONCERNING STAFF OR PROGRAMS

Constructive criticism can be helpful to the district. At the same time, the board has confidence in its staff and programs and will act to protect them from unwarranted criticism or disruptive interference. Complaints received by the board or a board member will be referred to the superintendent for investigation. The superintendent (or designee) will develop procedures to handle complaints concerning staff or programs.

The procedures developed to handle complaints will address the District's duty under Title VI of the Civil Rights Act of 1964 that students will not be subjected to a hostile environment on the basis of race, creed, color, religion, national origin, sex, sexual orientation, including gender expression or identity, the presence of any sensory, mental, or physical disability, or the use of a trained dog guide or service animal by a person with a disability. Further, the procedures will include a statement that racial discrimination and racial harassment are prohibited under Title VI.

Legal References: RCW 28A.405.300 Adverse change in contract status of
certificated employee--
Determination of probable cause--
Notice--Opportunity for hearing

RCW 42.30 Open Public Meetings Act

Sec 703, Title VI, VII and IX of the Civil Rights Act of 1964

Adopted: October 14, 2003
Revised: February 22, 2011
Reviewed: January 14, 2013