

Community Relations

COMPLAINTS CONCERNING SCHOOL PERSONNEL

The Governing Board places trust in its employees and desires to support their actions in such manner that employees are freed from unwarranted or negative criticism and complaints.

The Governing Board also 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.

(cf. 1250 Visits to the School)
(cf. 6144 Controversial Issues)

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.

Verbal criticism against an employee initially made to a Board member or at a Board meeting will be referred to the Superintendent for appropriate consideration and action according to administrative regulations. 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.

(cf. 1312.2 Complaints Concerning Instructional Material)
(cf. 1312.3 Uniform Complaint Procedures)
(cf. 3515.2 Disruptions)

Legal Reference:

EDUCATION CODE

33308.1 Guidelines on procedure for filing child abuse complaints
35146 Closed sessions
35160.5(a)(3) Requirement of school district policies: parental complaints regarding employees
35204 Contract with attorney in private practice
44811 Disruption of public school activities
44932-44949 Resignation, dismissal and leaves of absence (rights of employee, procedures to follow)

GOVERNMENT CODE

54957 Closed session; complaints re employees
54957.6 Closed session; salaries or fringe benefits

PENAL CODE

273 Cruelty or unjustifiable punishment of child
11164-11174.3 Child Abuse and Neglect Reporting Act

BP 1312.1

WELFARE AND INSTITUTIONS CODE

300 Minors subject to jurisdiction of juvenile court

STATUTES OTHER THAN CODE

Chapter 1102 Statutes of 1991, Section 6 Child Abuse Complaints

Management Resources:

CDE LEGAL ADVISORIES

0910.93 Guidelines for parents to report suspected child abuse by school district employees or other persons against a pupil at school site (LO, 493)

Policy adopted: **November 8, 1994**

FRUITVALE SCHOOL DISTRICT, Bakersfield, CA

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