

## MIDDLETOWN UNIFIED SCHOOL DISTRICT

### Policy 4144: Complaints

Original Adopted Date: 1/17/2024

The Governing Board recognizes the need to establish a process to allow employees and job applicants to have their concerns heard in an expeditious and unbiased manner. The Board expects that employees will make every effort to resolve complaints and disagreements informally before filing a formal complaint.

The Board prohibits retaliation against complainants. The Superintendent or designee may keep a complainant's identity confidential, except to the extent necessary to investigate the complaint.

All matters related to a complaint shall be kept confidential and any document, communication, or record regarding the complaint shall be placed in a separate file and shall not be placed in an employee's personnel file.

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#### 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

5 CCR 4900-4965

Ed. Code 200-262.4

Ed. Code 35186

Ed. Code 44110-44114

Gov. Code 3543

Gov. Code 3543.1

Gov. Code 53296-53299

Gov. Code 54957

Lab. Code 1102.5-1106

#### Management Resources

Website

Website

#### Description

Nondiscrimination in elementary and secondary educational programs receiving state or federal financial assistance

[Prohibition of discrimination](#)

[Complaints regarding teacher vacancy or misassignment](#)

[Reporting by school employees of improper governmental activity](#)

[Public school employees' rights](#)

[Rights of employee organizations](#)

[Disclosure of confidential information; whistleblower](#)

[Complaints against employees; right to open session](#)

[Whistleblower protections](#)

#### Description

[CSBA District and County Office of Education Legal Services](#)

[CSBA](#)

#### Cross References

#### Code

0410

1312.1

#### Description

[Nondiscrimination In District Programs And Activities](#)

[Complaints Concerning District Employees](#)

1312.1	<a href="#">Complaints Concerning District Employees</a>
1312.4	<a href="#">Williams Uniform Complaint Procedures</a>
1312.4-E(1)	<a href="#">Williams Uniform Complaint Procedures</a>
1312.4-E(2)	<a href="#">Williams Uniform Complaint Procedures</a>
3320	<a href="#">Claims And Actions Against The District</a>
3320	<a href="#">Claims And Actions Against The District</a>
4000	<a href="#">Concepts And Roles</a>
4030	<a href="#">Nondiscrimination In Employment</a>
4030	<a href="#">Nondiscrimination In Employment</a>
4033	<a href="#">Lactation Accommodation</a>
4112.6	<a href="#">Personnel Files</a>
4119.1	<a href="#">Civil And Legal Rights</a>
4119.11	<a href="#">Sexual Harassment</a>
4119.11	<a href="#">Sexual Harassment</a>
4119.23	<a href="#">Unauthorized Release Of Confidential/Privileged Information</a>
4136	<a href="#">Nonschool Employment</a>
4212.6	<a href="#">Personnel Files</a>
4219.1	<a href="#">Civil And Legal Rights</a>
4219.11	<a href="#">Sexual Harassment</a>
4219.11	<a href="#">Sexual Harassment</a>
4219.23	<a href="#">Unauthorized Release Of Confidential/Privileged Information</a>
4236	<a href="#">Nonschool Employment</a>
4312.6	<a href="#">Personnel Files</a>
4319.1	<a href="#">Civil And Legal Rights</a>
4319.11	<a href="#">Sexual Harassment</a>
4319.11	<a href="#">Sexual Harassment</a>
4319.23	<a href="#">Unauthorized Release Of Confidential/Privileged Information</a>
4336	<a href="#">Nonschool Employment</a>
9000	<a href="#">Role Of The Board</a>
9321	<a href="#">Closed Session</a>
9321-E(1)	<a href="#">Closed Session</a>
9321-E(2)	<a href="#">Closed Session</a>