

1341 Employee Grievances

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This Policy applies to all employees of the College, except for the faculty scholarship and academic professionalism requirements set forth in [Policy 2507, Disciplinary Review of Faculty Members](#), and the bargaining unit employee requirements set for in any applicable Collective Bargaining Agreement.

A grievance is a written complaint concerning an alleged violation of a College policy, practice, rule, or working condition. Grievances are submitted and resolved in accordance with the Employee Grievance Procedures published by the Office of Human Resources in conjunction with the Office of the General Counsel. Employees should not expect that all disagreements will be resolved or that others will agree with their perception of the situation.

The College will respond to grievances promptly, and where it is determined that prohibited conduct has occurred, the College will act promptly to eliminate the conduct, mitigate its effects, prevent recurrence of such conduct, and impose corrective action in accordance with [Policy 1310](#), Corrective Action. The filing of knowingly false or malicious grievances is prohibited and may constitute a violation of this Policy.

The Office of the General Counsel in conjunction with the HR Department shall publish [HR Procedure Manual](#) regarding the investigation of complaints of sexual harassment in accordance with [Policy 1338](#), Harassment and Discrimination, [Policy 3112](#), Sexual and Gender-Based Misconduct and Interpersonal Violence, and Title IX of the Civil Rights Act of 1964.