

THIRD-PARTY COMPLAINTS AGAINST EMPLOYEES

Any parent or guardian of a student enrolled in the Charlottesville City Public Schools or any resident of Charlottesville City may file a complaint regarding an employee of the Charlottesville City School Board. Such complaint should be filed with the superintendent or superintendent's designee. If the complaint involves allegations that an employee of the Charlottesville City School Board has abused or neglected a child in the course of his employment, the complaint will be investigated in accordance with Va. Code §§ 63.2-1503, 63.2-1505 and 63.2-1516.1.

Information determined to be unfounded after a reasonable administrative review is not maintained in any employee personnel file, but may be retained in a separate sealed file by the administration if such information alleges civil or criminal offenses. Any dispute over such unfounded information, exclusive of opinions retained in the personnel file, or in a separate sealed file, notwithstanding the provisions of the Government Data Collection and Dissemination Practices Act, Va. Code §§ 2.2-3800 et seq., is settled through the employee grievance procedure as provided in Va. Code §§ 22.1-306 and 22.1-308 through 22.1-314.

The superintendent will establish regulations for processing third-party complaints against employees.

Adopted: February 19, 1998
 Revised: March 20, 2008
 Revised: June 25, 2013
 Revised: June 26, 2014
 Revised: August 1, 2019
 Revised: August 6, 2020
 Revised: June 5, 2025

Legal Ref.: Code of Virginia, 1950, as amended, §§ 2.2-3800 et seq., 22.1-70, 22.1-78, 22.1-295.1, 22.1-306, 22.1-308, 22.1-309, 22.1-311, 22.1-313, 22.1-314, 63.2-1503, 63.2-1505, 63.2-1516.1.

Cross Refs.: GAE Child Abuse and Neglect Reporting
 GB Equal Employment Opportunity/Nondiscrimination
 GBA/JFHA Prohibition Against Harassment and Retaliation
 GBL Personnel Records
 GBM Professional Staff Grievances
 GBMA Support Staff Grievances
 JB Equal Educational Opportunities/Nondiscrimination
 KL Public Complaints

PERSONNEL

File: GBLA
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