



DISTRICT PHILOSOPHY

Policy 103-R (B)

Complaints and Appeals by Staff

All staff are expected to think critically and exercise independent judgment in order to best contribute to the quality of decision making in the district. At the same time, they are expected to respect both the consensus of colleagues and authority of their supervisors.

Decision making processes will generally include opportunities for discussion amongst those most directly involved in the matter at hand or the implementation of the decision. The broadest consultation possible under the circumstances is encouraged. It is within this consultative process that dissenting opinions should be expressed and duly considered.

Staff are encouraged to seek the advice their Union representative when making a complaint to ensure that the matter is not contractual, in which case it would be dealt with

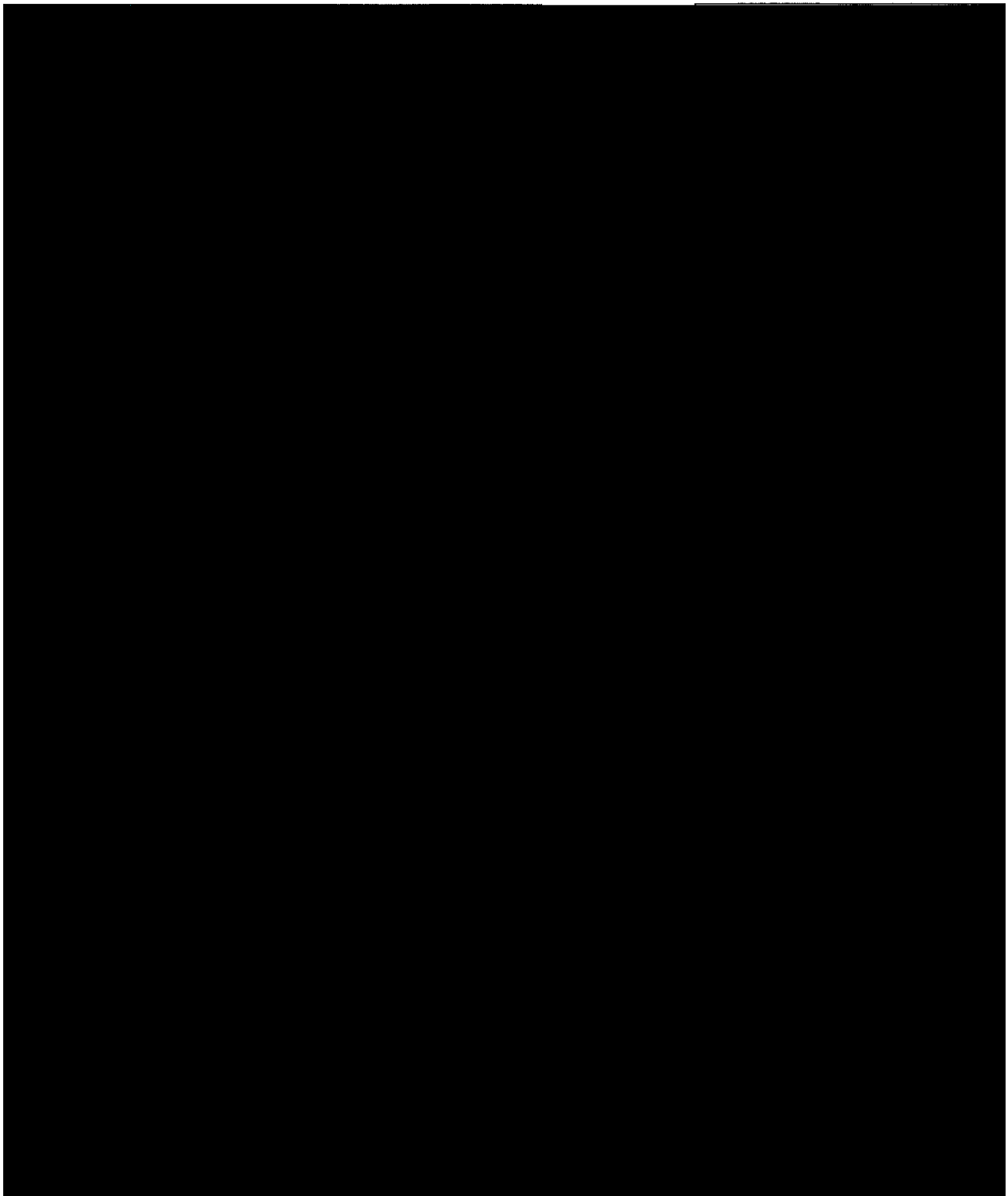


If the staff member remains significantly concerned despite the written response, s/he may appeal to the next supervisor in the line of authority as follows:

1. Advise the



Process Flow for Complaints and Appeals by Staff



Adopted: 20 April 2009