

Policy 401.04: Employee Complaints**Status:** ADOPTED**Original Adopted Date:** 4/13/1992 | **Last Reviewed Date:** 2/12/2024 | **Last Revised Date:** 2/14/2022

Complaints of employees against fellow employees should be discussed directly between employees as appropriate for the nature of the complaint. Complaints should be made in a constructive and professional manner. Complaints should generally not be made in the presence of other employees, students or outside persons.

If the complaint cannot be resolved, the employee may discuss the matter with their immediate supervisor. If the matter cannot be resolved within five (5) days of speaking with the immediate supervisor, the employee may discuss it with the principal within ten (10) days of the supervisor's decision. If the matter cannot be resolved by the principal, the employee may discuss it with the superintendent within fifteen (15) days after speaking with the principal.

If the matter is not satisfactorily resolved by the superintendent, the employee may ask to have the matter placed on the board agenda of a regularly scheduled board meeting in compliance with board policy. The board retains discretion as to whether to consider or take action on any complaint.

This policy is designed to create an appropriate process for pursuing general employee complaints. However, employees wishing to address a complaint on a topic with a more specialized procedure such as master contract grievances, or bullying or harassment claims should follow the appropriate process set forth in the master contract, employee handbook or other board policies specific to that topic.

NOTE: Boards should adapt IASB sample policies to meet the needs of the local district. Please ensure that the language contained in local policy is consistent with language contained in other district documents (e.g., handbooks, master contracts, etc.).

NOTE: There should be reasonable limits on the number of days an employee has to pursue a complaint. Cross reference with the number of days listed in policy 502.4 for consistency.

Legal Reference: Iowa Code §§ 20; 279.8

I.C. Iowa Code

Iowa Code § 20

Iowa Code § 279.8

Description[Collective Bargaining](#)[Directors - General Rules - Bonds of Employees](#)**Cross References****Code**

210.08

210.08-EH(1)

Description[Board Meeting Agenda](#)[Board Meeting Agenda - Example](#)

210.08-EH(2)

[Board Meeting Agenda - Example \(with closed session\)](#)

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[Public Participation in Board Meetings](#)