

Chinook School District

PERSONNEL

5240

Resolution of Staff Complaints/Problem-Solving

As circumstances allow, the District will attempt to provide the best working conditions for its employees. Part of this commitment is encouraging an open and frank atmosphere in which any problem, complaint, suggestion, or question is answered quickly and accurately by District supervisors or administration.

To fulfill this commitment, the following policy has been established:

- The District will endeavor to promote fair and honest treatment of all employees. Administrators and employees are all expected to treat each other with mutual respect.
- Each employee has the right to express his or her views concerning policies or practices to the administration in a business-like manner, without fear of retaliation. Employees are encouraged to offer positive and constructive criticism.
- Each employee is expected to follow established rules of conduct, policies, and practices. Should an employee disagree with a policy or practice, the employee can express his or her disagreement through the District's problem-solving procedure.
- No employee shall be penalized, formally or informally, for voicing a disagreement with the District in a reasonable, business-like manner, or for using the problem-solving procedure.

Policy History:

Adopted: June 1999

Revised: