

## STAFF COMPLAINTS AND GRIEVANCES

It is the Board's desire that procedures for settling differences should provide for prompt and equitable resolution at the lowest possible administrative level and that each employee be assured of an opportunity for orderly presentation and review of complaints without fear of reprisal.

Specific procedures for the resolution of grievances may be established in agreements between the Board and recognized employee organizations and will use said procedures to resolve grievances.

In addition, the Board shall approve complaint and grievance procedures for those employees not represented by an employee group.

NOTE: Detailed procedures for the handling of complaints and grievances of employees not covered by an agreement between the Board and a recognized employee group follow as Board-approved regulations.

Legal References:      [SDCL 3-18-1](#) (Employees subject to chapter)  
                                 [SDCL 3-18-1.1](#) (Grievance defined)  
                                 [SDCL 3-18-15](#) (Right of employee to expression of grievance)  
                                 [SDCL 3-18-15.1](#) (Grievance procedures to be established)  
                                 [SDCL 3-18-15.2](#) (Appeal to department)  
                                 [SDCL 3-18-15.3](#) (Grievance procedure adopted in absence of action)

Adopted:                1976  
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