

**COMPLAINTS**

Individuals are encouraged to express concerns through the appropriate process and venue. In the event a complaint is first raised with the County Board of Education, those individuals bringing forth the complaint will be directed to the appropriate process and venue.

Concerns regarding programs must first be addressed with the program administrator.

Concerns regarding employees will be referred to the Human Resources Division.

*Legal Reference:*

GOVERNMENT CODE

*1294 Rights of certificated employees*

*3543 Public school employees' rights*

*3543.1 Rights of employee organizations*

*53296 Definitions*

*53297 Filing complaint*

*53298 Reprisals*

*53298.5 Violations; punishment*