

D.3.3 (Policy) Employee Complaints

Responsible Department: Talent, Organization & Strategic Innovation

Board Adoption: 4-28-09

Last Board Action: 1-13-10, 9-27-22

The College District encourages fair, efficient, and equitable solutions for problems arising out of the employment relationship. The College District encourages informal resolution of employee concerns and complaints whenever possible. In the event an employee's complaint is not resolved informally, the employee may initiate the formal process described in [D.3.3.1](#). The Talent, Organization & Strategic Innovation Department shall maintain a formal grievance procedure, which includes a mediation option, to resolve employment disputes. The grievance procedure is available to all benefited, full-time, regular-status College District employees.

This Policy and Procedure [D.3.3.1](#), outlining the grievance procedure, shall be made available in the Talent, Organization & Strategic Innovation Department, in each College President's office, and on the College District SharePoint site for employees

Retaliation Prohibited

The College District shall not tolerate any form of retaliation against a person for bringing a concern or complaint or for cooperating with or participating in the grievance process.

Procedure [D.3.3.1](#) Employee Complaints

Legal Reference - TACC Policy Reference Manual

DGBA(LEGAL) - Personnel-Management Relations: Employee Grievances