



BOARD POLICY 1312.1

The Board of Education accepts responsibility for providing a means by which the public can hold employees accountable for their actions. The Board desires that complaints be resolved expeditiously without disrupting the educational process.

The Superintendent or designee shall develop regulations which permit the public to submit complaints against district employees in an appropriate way. These regulations shall protect the rights of involved parties. The Board may serve as an appeals body if the complaint is not resolved.

(cf. [1312.2](#) - Complaints Concerning Instructional Materials)

(cf. [1312.3](#) - Uniform Complaint Procedures)

(cf. [3515.2](#) - Disruptions)

The Board prohibits retaliation against complainants. The Superintendent or designee at his/her discretion may keep a complainant's identity confidential, except to the extent necessary to investigate the complaint. The district will not investigate anonymous complaints unless it so desires.

Legal Reference:

EDUCATION CODE

[33308.1](#) Guidelines on procedure for filing child abuse complaints

[35146](#) Closed sessions

[44031](#) Personnel file contents and inspection

[44811](#) Disruption of public school activities

[44932-44949](#) Resignation, dismissal and leaves of absence (rights of employee; procedures to follow)

[48987](#) Child abuse guidelines

GOVERNMENT CODE

[54957](#) Closed session; complaints re employees

[54957.6](#) Closed session; salaries or fringe benefits

PENAL CODE

[273](#) Cruelty or unjustifiable punishment of child

[11164-11174.3](#) Child Abuse and Neglect Reporting Act

WELFARE AND INSTITUTIONS CODE

[300](#) Minors subject to jurisdiction of juvenile court

Management Resources:

CDE LEGAL ADVISORIES

[0910.93](#) Guidelines for parents to report suspected child abuse by school district employees or other persons against a pupil at school site (LO:4-93)

Policy DUBLIN UNIFIED SCHOOL DISTRICT

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