

# BOARD POLICY

WESTERN IOWA TECH COMMUNITY COLLEGE

Series Number 400.11

Title All Personnel

Grievance Procedure

Employees shall have the right to air a grievance or complaint when they feel a Board policy or an administrative rule has been violated, or some action has infringed upon their rights or responsibilities.

The administration shall establish procedures which provide due process, and such procedures shall be communicated to all employees.

Fair, prompt, and impartial consideration of complaints involving claims of discrimination on grounds of race, creed, color, gender, national origin, religion, age, disability, sexual orientation, gender identity, marital status (for programs), socioeconomic status (for programs) or any other protected basis, as defined in Iowa or federal law as amended from time to time, will be provided.

When a master labor agreement or master contract exists, and the agreement/contract includes a grievance, complaint, or due process provision, such provision shall prevail for all employees covered by the bargaining unit with respect to issues involving contractual application or interpretation.

Date of adoption 02/11/86

Legal Reference: (Code of Iowa)

Date of last revision 12/11/95

20.7, .9; 260C; 279; 216.9

Date of current revision 10/13/14

Related Administrative Procedures and Cross References \_\_\_\_\_

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