



Santa Ana Unified School District

BOARD POLICY NO: 1012

EFFECTIVE: 4/10/2018

REVIEWED: 3/13/2018

SUBJECT: Complaints Against District Employees
CATEGORY: Community Relations
RESPONSIBLE OFFICE(S): Human Resources Department

SCOPE:

The Board recognizes its primary responsibility is to comply with applicable State and federal laws.

POLICY:

The Governing Board 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. 1312.3 - 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.

DESIRED OUTCOME:

Through this policy, the District shall comply with applicable State and federal laws.

IMPLEMENTATION GUIDELINES AND ASSOCIATED DOCUMENTS:

BP 1312.3 - Uniform Complaint Procedures
BP 3515.2 - Disruptions

AR 1312.3 - Uniform Complaint Procedures
AR 3515.2 - Disruptions

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



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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)

ADOPTION AND REVISION HISTORY:

(4/13/76, 4/26/94, 10/25/94) 4/10/18

Santa Ana, CA