

## THE COLLEGE OF THE FLORIDA KEYS BOARD RULE

<b>Subject</b>	<b>Grievance Resolution</b>	<b>Number: 5.510</b>
<b>Authority</b>	<b>F.S. 1001.64(1), 1001.64(18); College Procedure 53.0</b>	<b>Approved Date: 02/26/10</b>
<b>Amended</b>	<b>10/24/94, 12/16/97, 02/26/02, 3/25/03, 08/24/04, 06/28/05, 3/22/10, 1/25/16</b>	

The President is authorized to establish procedures for due process to ensure a sincere effort is made to resolve grievances and all persons receive fair and equitable treatment. All parties to a grievance share the responsibility of actively seeking a satisfactory resolution of the grievance. The President's final determination of a resolution is not appealable to any forum including any court, board (including the College Board of Trustees) or administrative agency.

Employees have the right to seek resolution to complaints using other resources such as the Office for Civil Rights with the U.S. Department of Education, Equal Employment Opportunity Commission, the Florida Commission on Human Relations and/or an attorney at their own expense to investigate a complaint.

This policy covers complaints related to discrimination on the basis of race, color, national origin, ethnicity, age, sex, marital status, military status, genetic information, sexual orientation, religion, pregnancy, or disability in its programs, activities, or employment practices.

### **Definition**

A grievance is an allegation by an employee based on specific facts, that there has been a violation, misinterpretation or misapplication of the College's Board policies or Administrative procedures.

An employee may grieve a termination for cause and may not grieve contract non-renewal; otherwise this Grievance Resolution policy is reserved for current employees.

### **Confidentiality**

Individuals involved in the grievance process will uphold standards of professional ethics in maintaining confidentiality to the extent possible in reaching a resolution of the grievance.