



**Policy No: 2027**

**Title of Proposed Policy:** Grievance Policy for Employees

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**Applies to (check all that apply):**

**Faculty** \_\_\_ **Staff** **x** \_\_\_ **Students** \_\_\_

**Division/Department:** College \_\_\_

**Topic/Issue:** Policy to address how grievances must be filed.

**Background to Issue/Rationale for Policy**

Revised policy (A31) approved on February 16, 1994.

**State/Federal Regulatory Requirements (cite if applicable):**

**Proposed Policy Language:**

It is the policy of BCCC to provide full-time PIN employees a process by which they can file grievances. Employees may file a grievance for any action or inaction they believe to be unfair or they perceive a violation, misapplication or misinterpretation of a College policy, rule, regulation or procedure. The College has separate procedures to cover different employee groups. To follow the appropriate grievance procedure, refer to the following section of the procedure or the documents mentioned:

- Administrative Professional and Professional Staff (Superseded by Grievance Policy for Non-Bargaining Unit (and Non-Cabinet Level Employees, adopted on November 20, 2019)
- Bargaining Unit Employees or Memorandum of Understanding (MOU)
- Faculty or the Faculty Handbook

**Proposed Implementation Date:** Upon Board Approval

**Approved by the Board of Trustees:** April 27, 2010, portion superseded by Grievance Policy for Non-Bargaining Unit (and Non-Cabinet Level Employees, approved on November 20, 2019)

**Originator/Division:** Human Resources

***\*This policy once approved by the Board of Trustees supersedes all other policies.***