

THIRD-PARTY COMPLAINTS AGAINST EMPLOYEES

Any parent or guardian of a student enrolled in Gloucester County Public Schools or any resident of Gloucester County may file a complaint regarding an employee of the Gloucester County School Board. Such complaint should be filed with the superintendent or superintendent's designee. If the complaint involves allegations that an employee of the Gloucester County School Board has abused or neglected a child in the course of his employment, the complaint will be investigated in accordance with Va. Code sections 63.1-1503, 63.2-1505, and 63.2-1516.1.

Information determined to be unfounded after a reasonable administrative review will not be maintained in any employee personnel file, but may be retained in a separate sealed file by the administration if such information alleges civil or criminal offenses. Any dispute over such unfounded information, exclusive of opinions retained in the personnel file, or in a separate sealed file, notwithstanding the provisions of the Government Data Collection and Dissemination Practices Act, Va. Code §§ 2.2-3800 et seq., will be settled through the employee grievance procedure as provided in §§ 22.1-306 and 22.1-308 through 22.1-314.

Individuals lodging a complaint will be notified in writing that the complaint has been received and is being investigated.

The complaint should be filed as soon as possible after the alleged incident, usually within 15 school days and will be processed promptly, normally within 15 days or less.

ADOPTED: April 12, 2005

REVISED: October 10, 2006
August 12, 2008
August 13, 2013
August 12, 2014

LEGAL REFERENCES: Code of Virginia, 1950, as amended, sections 2.2-3800 et seq., 22.1-70, 22.1-78, and 22.1-295.1.

CROSS REFERENCES:	GB	Equal Employment Opportunities and Nondiscrimination
	GBA/JFHA	Sexual Harassment and Harassment Based on Race, National Origin, Disability, Religion, and Sexual Orientation
	GBL	Personnel Records
	JB	Equal Educational Opportunities and Nondiscrimination
	JHG	Child Abuse and Neglect Reporting