

FRESNO COUNTY SUPERINTENDENT OF SCHOOLS**Community Relations****COMPLAINTS CONCERNING EMPLOYEES OF FRESNO COUNTY SUPERINTENDENT OF SCHOOLS**

Through this policy, the County Superintendent provides a means by which the public may submit complaints against County Superintendent employees. The County Superintendent desires that complaints be resolved expeditiously without disrupting the educational or operational process.

The County Superintendent or designee shall develop regulations that permit the public to submit complaints against County Superintendent employees in an appropriate way. These regulations shall protect the rights of involved parties.

The County Superintendent prohibits retaliation against complainants. The County Superintendent or designee may keep a complainant's identity confidential, except to the extent necessary to investigate the complaint. The County Superintendent will not investigate anonymous complaints unless he/she so desires.

Adopted: 10/18/2018

Legal ReferenceEducation Code

44031 Personnel file contents and inspection

44811 Disruption of public school activities

44932-44949 Resignation, dismissal and leaves of absence (rights of employee; procedures to follow)

48987 Child abuse guidelines

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 ResourcesCDE Program 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)