

Section: Grievance Policy

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Sponsoring Unit/Department: General Counsel

Grievance Policy

All employees are expected to attempt to resolve matters through informal discussion as soon as an issue arises. If an issue is not resolved, the employee may submit a grievance to resolve a difference of opinion about policy interpretation or implementation.

Scope of Grievance

A grievance is a claim by an employee that working conditions have been adversely affected by the misinterpretation or misapplication of a written policy or procedure.

Except where conflicts with written policy or procedure occur, grievable issues do not include supervisor decisions regarding an employee's performance, expectations, and/or job duties, which include content of performance evaluations and corrective/disciplinary action.

Grievance vs. Complaint

A concern regarding policy interpretation or application may be the subject of a grievance. See [Grievance Procedure](#).

A concern regarding the conduct of a co-worker may be the subject of a complaint.

[Office of Dispute Resolution](#).