



The Sonoma County Junior College District is committed to ensuring a work environment in which all employees conduct themselves in a civil manner and in which constructive methods of conflict management are utilized.

To that end, the District shall develop procedures that address how to resolve situations in which any employee has a concern about inappropriate or offensive conduct of another employee at the workplace. The complaint procedures shall not apply to situations covered by collective bargaining agreements, grievance procedures, claims of unlawful discrimination, or matters involving violence in the workplace.

See also:

Pol	2.7	Discrimination and Complaint
Proc	2.7P	Discrimination and Complaint (Procedures)
Pol	4.14	Guide to Complaint and Grievance Processes
Proc	4.14aP	Employee Conduct (Procedures)
Pol	4.14c	Workplace Violence and Prevention
Proc	4.14cP	Workplace Violence and Prevention (Procedures)
Pol	8.22	Student Complaint and Grievance
Proc	8.22P	Student Complaint and Grievance (Procedures)