

STATE BOARD FOR COMMUNITY COLLEGES AND OCCUPATIONAL EDUCATION
Employee Grievances

BP 3-50

APPROVED: February 9, 1989
EFFECTIVE: February 9, 1989
REVISED: June 8, 1989
EFFECTIVE: July 1, 1989
REPEALED: September 14, 2000
READOPTED: August 25, 2001
REVISED: May 9, 2012
REVISED: May 8, 2024

REFERENCE(S): 4 CCR 801-1; Board Policy (BP) 3-10, Administration of Personnel

APPROVED:

Landon Mascareñaz, Chair

Policy Statement

In the interest of equitable and efficient operation of the Colorado Community College System, employees of the State Board for Community Colleges and Occupational Education (SBCCOE or Board) shall be afforded a mechanism by which grievances can be resolved at the earliest opportunity.

Except as noted herein, an employee may grieve any action which violates or inequitably applies Board Policies, System Procedures, or College Protocols and which adversely affects the employee's working conditions. The Chancellor shall develop and publish procedures for review of employee grievances.

The following matters are not grievable under this policy:

- Matters over which the employer is without authority to act.
- The merit or validity of a decision when there is no concern being raised about a violation of policy or procedure in reaching the decision.
- Performance Evaluation Ratings.
- Disciplinary actions, separations, and layoffs/reductions-in-force.
- Discrimination, harassment, or retaliation based on civil rights laws, including sexual misconduct (see SP 19-60a, Civil Rights and Sexual Misconduct Resolution Process).

Scope

This policy applies to all non-classified employees within the Colorado Community College System, including its Colleges (CCCS or System), as defined in BP 3-10. The grievance process for Classified employees is defined by the State of Colorado Department of Personnel Board Rules and Personnel Director's Administrative Procedures.

Procedure

The Chancellor shall promulgate such procedures as may be needed to implement this policy.