

# Grant County Personnel Policy

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APPROVED: 

Richard Stevens, Chair, Board of County Commissioners

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Date Signed

LAST REVISED:   /  /  

CONTACT: Human Resources

## 1401 – The Difference Between a Grievance and Reporting Concerns

- 1401.1 A grievance is an allegation that policy language has not been followed or has been misapplied. The following grievance procedure applied only to Grant County policies and procedures. Process for grievances regarding labor contracts will be outlined in the specific collective bargaining agreement.
- 1401.2 Unlike a grievance, reporting alleged violations of Equal Opportunity, Non-Discrimination, Anti-Harassment, Improper Governmental Action (aka, Whistleblower Protection Act), and/or Retaliatory Acts involve matters of legality. Should an employee's concerns involve any of these areas, his/her concerns should be reported immediately and pursuant to the applicable sections of Policy 200, *Employer/Employee General Standards*:
- (a) For concerns relating to Equal Opportunity: Please see Policy 200, Section 203;
  - (b) For concerns relating to Disability and Reasonable Accommodation: Please see Policy 200, Section 204;
  - (c) For concerns relating to Non-Discrimination: Please see Policy 200, Section 205;
  - (d) For concerns relating to Anti-Harassment: Please see Policy 200, Section 206;
  - (e) For concerns relating to Improper Governmental Action and the Whistleblower Protection Act: Please see Policy 200, Section 208; and/or
  - (f) For concerns relating to Retaliation Prohibited/Whistleblower Act: Please see Policy 200, Section 207.6.