

## BP – 2.13

# EMPLOYEE GRIEVANCES

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### **EMPLOYEE GRIEVANCES**

The Board encourages a workplace environment that is collaborative and equitable between employees and is free of supervisory and peer discord. The Board recognizes that informal mediation between affected parties, at the lowest supervisory level possible, is a preferable approach, but that this may not always be possible or practical. The President shall implement a procedure for employees to seek redress of perceived wrongs and concerns that includes readily accessible opportunities for fair and equitable conflict resolution.

#### **Scope**

An employee may initiate a Grievance to formally allege a violation, inequitable application, or misinterpretation of a specific College rule, regulation, policy, or procedure pertaining to the employment relationship between the employee and the College. Such allegations may include a concern that a work-related problem or condition is unfair, inequitable, or is a hindrance to the effective performance of the employee's job.

This Grievance Policy does not apply to dismissal, reduction in force, non-renewal, or other matters of employment status unless there is a contention that any such action was in violation of written College policies, procedures, regulations, or in violation of any applicable federal or state law. Grievances also do not apply in cases such as Title IX, disability, or other issues that are governed by other College Policies and Procedures.

#### **Timeliness**

A grievance should be presented within a reasonable period after the instance giving rise to the grievance occurs. The President may establish deadlines for reporting consistent with this Policy. The College shall address grievances as soon as practicable.