

## 1.0 Definition

- 1.1 Problem - For the purpose of this policy, a problem shall be a charge by a management or confidential employee that the employee has been adversely affected by a misinterpretation, violation, or misapplication of written policies of the Board of Trustees, or written rules or regulations of the District.

## 2.0 Problem Resolution Process

- 2.1 Any employee having a problem may discuss the matter informally with the immediate supervisor in an effort to resolve the problem.
- 2.2 If the problem is not resolved informally, a management or confidential employee may request an administrative review.
- 2.3 Neither the Board nor any member of the administration shall take reprisals affecting the employment status of any management or confidential employee of the District by reason of the employee's participation in the administrative review procedure.

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Policy Reviewed:  
Adm. Regulation [R-9321](#)