

32.01 Employee Complaint and Appeal Procedures



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Policy Statement

Employee complaints against any Member of The Texas A&M University System will be resolved pursuant to regulations established by the Chancellor.

Reason for Policy

This policy requires the Chancellor to establish regulations for the resolution of any complaint by any A&M System employee, including veteran's employment preference complaints.

Procedures and Responsibilities

REGULATIONS

1. The Chancellor shall establish comprehensive regulations for the resolution of all faculty, staff, student, and other complaints against the A&M System or any of its Members, including appeals of employment actions.
2. The Chancellor may establish procedures to determine if a complaint is frivolous, and if so found to be frivolous, the complaint shall be dismissed.
3. Employees of the A&M System shall have all protection offered by federal and state whistleblower acts, and procedures for reporting violations of law shall be established in System Regulations.
4. An individual entitled to a veteran's employment preference under Chapter 657, Texas Government Code, may appeal an A&M System Member's decision relating to hiring the individual or retaining the individual if the A&M System Member reduces its workforce pursuant to Section 657.010, Texas Government Code. Such appeals shall follow the complaint procedures found in System Regulation *32.01.01, Complaint and Appeal Procedures for Faculty Members*, for faculty positions, and

System Regulation 32.01.02, *Complaint and Appeal Process for Nonfaculty Employees*, for nonfaculty positions. The Board delegates its power to hear and decide such appeals to the respective A&M System employee(s) designated in these System Regulations.

Related Statutes, Policies, or Requirements

Texas Government Code, Chapter 657

<http://tlo2.tlc.state.tx.us/statutes/docs/GV/content/pdf/gv.006.00.000657.00.pdf>

Policy 32.02, *Discipline and Dismissal of Employees*

<http://www.tamus.edu/offices/policy/policies/pdf/32-02.pdf>

Regulation 32.01.01, *Complaint and Appeal Procedures for Faculty Members*

<http://www.tamus.edu/offices/policy/policies/pdf/32-01-01.pdf>

Regulation 32.01.02, *Complaint and Appeal Process for Nonfaculty Employees*

<http://www.tamus.edu/offices/policy/policies/pdf/32-01-02.pdf>

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