

## PUBLIC CONCERNS

- I. Parents have the right and the responsibility to represent their children, and other citizens may have an interest in commenting on public education. Therefore, it is the obligation of the employees of the District to respond to the questions and concerns of the parents or the public.
- II. Constructive criticism of the Clark County School District which is intended to improve the quality of the educational program and related services by encouraging parent and citizen participation while protecting the rights of District employee(s) is welcome.
- III. District action relating to concerns against employees of the District must fully comply with the procedures of NRS chapter 391, the negotiated agreements, and the policies and regulations of the District which ensure due process of law.

The Board of School Trustees does not have the authority to discipline employees. Discipline is a right reserved to the superintendent and other administrators in accordance with the applicable negotiated agreements, laws, board policies, and regulations. If allegations of misconduct concerning a District employee are brought to the attention of the Board, they will be referred to the appropriate administrator for investigation and action, if necessary.

- IV. In order to avoid potentially litigious situations, both District employees and concerned citizens should exercise discretion in discussing matters that may prove to be potentially libelous or slanderous in nature. A false statement of misconduct may be legally actionable if the maker of the statement knew it was false or if the maker recklessly makes the statement without adequate investigation to determine the truth or falsity of the allegation.
- V. Any concern that deals with employees made directly to the Board of School Trustees or any member of the Board shall be referred to the superintendent. Any matter brought to the attention of the superintendent shall be referred to the division head with responsibility for the matter who shall address the concern in accordance with the steps outlined in the accompanying regulation.
- VI. This policy is not intended to constitute a complaint procedure for employees or their associations.

- VII. Parents of special education students are encouraged to follow regulation 1213.1 in order to resolve concerns. There are additional complaint procedures guaranteed under federal and state laws for parents of children with disabilities. Parents of special education students may contact the Special Student Services Division for further information.
  
- VIII. Disciplinary proceedings are a personnel matter and should not be a topic for public discussion. Disciplinary action, if any, is a matter between the employee and the supervising administrator and will not be made public. In a like manner, concerns expressed by the community should be kept in confidence and the names of students and parents and the circumstances of the concern shall not be discussed with individuals not directly involved in the concern.

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| Review Responsibility: | Administration   |
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| Pol Gov Rev:           | 6/28/01  |

