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## **POLICY SECTION 707: Grievances from the Community**

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### **POLICY**

The Ahkwesahsne Mohawk Board of Education recognizes that grievances may be received by the Director of Education, Board Members or school administration regarding a wide variety of issues associated with the instruction, discipline, learning materials, programs, transportation of students, employee behaviour and conduct of employees. The Ahkwesahsne Mohawk Board of Education believes that no member of the community should be denied the right to lodge a grievance or to petition an individual Board Member.

### **GUIDELINES**

1. A concern received at any level in the Ahkwesahsne Mohawk Board of Education shall be referred, for its resolution, to the supervisory position closest to the problem.
2. When a concern has not been satisfactorily resolved at the closest supervisory position, the supervisor shall advise the concerned individual of his/her next point of appeal, the Director of Education, and shall advance all pertinent information, attempts to reach resolution and his/her recommendation to the Director.
3. The Director of Education or his/her designate, provided that the designate has not been the supervisor in the previous recommendation, shall then attempt to resolve the issue.
4. If the recommendation of the Director of Education or his/her designate does not resolve the concern, the next appeal is to the Ahkwesahsne Mohawk Board of Education. Their decision is final and binding.

Employees covered under the PSAC / MCA / AMBE Collective Agreement should refer to the relevant articles of the most current collective agreement for grievance procedures.