

Northern Marianas College  
**Board of Regents Policy**

<b>SUBJECT:</b>	Personnel	<b>EFFECTIVE:</b>	<b>September 26, 2013</b>
<b>SECTION:</b>	<b>5006</b>	<b>POLICY NAME:</b>	EMPLOYEE GRIEVANCES
<b>ACCJC Standard/Policy:</b>	<b>III.A</b>		
<p>"Grievance" means an allegation of a violation of a specific Board or institutional policy, procedure or practice pertaining to the employment relationship. This shall be limited to the terms of the grievant's employment contract. Discretionary actions, such as salary adjustments, performance evaluations, and management decisions may not be grieved, except to determine: (a) whether the discretionary action was made in accordance with relevant Board or institutional policies, practices, procedures or criteria; and (b) whether the action constitutes a clear abuse of discretion. Grievances cannot be filed against written Board and institutional policies, per se.</p> <p>The President, in accordance with the College's participatory governance process shall adopt internal management procedures for resolution of employee grievances. These procedures are statements concerning internal management of the College and as such shall not be considered "rules" as defined in the Administrative Procedures Act at 1 CMC §9101 (m).</p>			
<b>HISTORY:</b>	<b>Supersedes BOR Policies 4360 and 4365</b>		