

*Addressing Employee Concerns and Criticism*

During the course of fulfilling employment responsibilities, the District recognizes that an employee may have a concern or may wish to offer constructive criticism with regard to District positions and practices. To express a concern, a District employee is expected to direct the concern to the immediate supervisor, and the supervisor will address the concern to the appropriate Policy as cross-referenced below.

The District expressly prohibits TESD employees from directing concerns or criticism to students, parents or other non-District employee members of the school community for the employee's personal benefit or work conditions, or which otherwise materially disrupt the District operations.

The Superintendent shall issue Administrative Regulations consistent with this Policy and applicable law.

Cross Reference: Policy 1122: Complaints or Comments Regarding the District, Policy 4330: Unlawful Harassment by and of TESD Employees, and Policy 4025: Code of Civility (TESD Employees)