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Personnel Policies for Staff Members

II-70 Resolution of Concerns

A. GENERAL
All Senior Management appointees serve at the pleasure of The Regents, the President, or the Chancellor or Laboratory Director as appropriate. Concerns about conditions and actions affecting a Senior Manager's employment are expected to be discussed with the Senior Manager's immediate supervisor. If the Senior Manager's concerns cannot be resolved through such discussions, those concerns may be submitted in writing to the Chancellor or Laboratory Director for review, or to the President if the Senior Manager reports directly to the Chancellor or Laboratory Director. The Regents, President, Principal Officer, Chancellor, or Laboratory Director then shall take such action as determined appropriate. Senior Managers reporting to Principal Officers of The Regents may take their concerns to the Principal Officer to whom they report.

B. DISCRIMINATION COMPLAINTS
A Senior Manager who alleges a discriminatory practice pursuant to Policy 12, Nondiscrimination in Employment, may submit a complaint in writing to the Chancellor or the Laboratory Director, or to the President if the complainant reports directly to the Chancellor or Laboratory Director. A Senior Manager who reports directly to The Regents may submit such a complaint to the Board of Regents. The President, Chancellor, Laboratory Director or the Board of Regents shall appoint an independent third party who shall review the facts of the case, provide an opportunity for the Senior Manager or the manager's representative to present witnesses and evidence, and submit a written report of the facts to the Board of Regents, President, Chancellor or Laboratory Director, as appropriate. The President, Chancellor or Laboratory Director then shall take such action as determined appropriate.

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