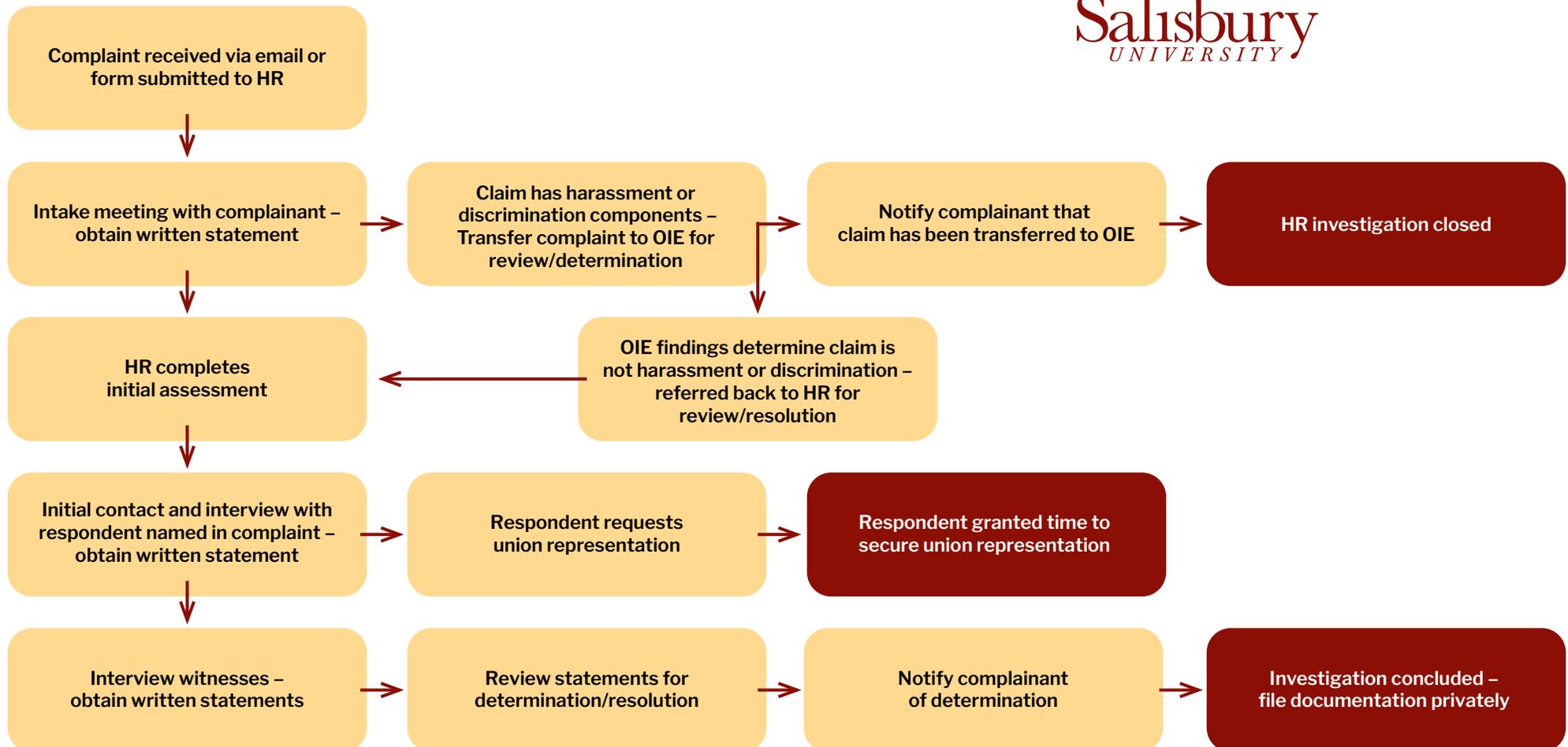


SALISBURY UNIVERSITY HUMAN RESOURCES

GRIEVANCE / FORMAL COMPLAINTS PROCESS

This document outlines the formal process for filing and addressing grievances or complaints by exempt and non-exempt staff, as appropriate, in accordance with Article 25 of the Memorandum of Understanding. This process is designed to ensure fair and timely resolution of workplace concerns. Employees utilizing the grievance process have the right to raise concerns or disputes without fear of retaliation, coercion, or reprisal. Human Resources will make every effort to keep the investigation confidential; although, this cannot be guaranteed. All participants in the investigation will be expected to maintain confidentiality.



Salisbury University is committed to maintaining a working and learning environment in which students, faculty, and employees can develop intellectually, professionally, personally, and socially. As such, all forms of harassment, discriminatory harassment, or retaliation will not be tolerated under any circumstances.