NDSU Informal and Formal Grievance Options for Employees and Students

Using one of the formal grievance procedures identified below is not required to address concerns about treatment as employees or students. A variety of informal options for reporting are also available. These include contacting appropriate supervisors or department chairs or other unit administrators; the Dean of Student Life, the Vice President of Student Affairs or the Counseling and/or Disability Services Office (students); the Equal Opportunity Office; the General Counsel’s Office; or the Office of Human Resources (employees).

Formal Grievance Options for Employees and Students
(all NDSU Policies can be found at http://www.ndsu.nodak.edu/policy/)

- **Employees**
  - Regular broadbanded staff and nonbanded, nonfaculty — For grievances related to conditions of employment such as salary, working conditions, disciplinary action.
    - NDSU Policy 230
    - NDSU Policy 101 (personnel definitions)

- Regular broadbanded staff and nonbanded nonfaculty — For a suspension without pay, dismissal or demotion.
  - NDSU Policy 231
  - NDSU Policy 101 (personnel definitions)

- **Faculty** — For all alleged discrimination based on protected class
  - NDSU Policy 156

- Faculty — For alleged violations of a specific Board or institutional policy, procedure or practice pertaining to the employment relationship.
  - NDSU Policy 353
  - NDSU Policy 350.4 (“faculty” defined)

- Faculty — For appeals of decisions related to tenure and promotion including periodic reviews, nonrenewals and terminations.
  - NDSU Policy 350.3
  - NDSU Policy 350.4 (“faculty” defined)

- Protection from discrimination based on race, color, national origin, religion, sex, disability, age, Vietnam Era Veterans status, sexual orientation, status with regard to marriage or public assistance, or participation in lawful activity off the employer's premises during nonworking hours which is not in direct conflict with the essential business-related interests of the employer is provided under federal or state law and/or NDUS and NDSU policy.

- **Students**
  - For alleged inequitable or prejudiced academic evaluations (grade appeals).
    - NDSU Policy 337

  - For alleged violations concerning the Code of Student Behavior, the appeals persons/bodies may include:
    1. An Administrative Hearing Officer, or
    2. The Dean of Student Life, or
    3. The President or an appeal body designated by the President, depending upon the office in which charges originate.

  - The jurisdiction of the following hearing boards is limited to non-Code of Student Behavior issues:
    1. Interfraternity Standards Board
    2. Panhellenic Standards Board
    3. Student Government Court

  - NDSU Policy 601, Section 11