

32.01 Employee Complaint and Appeal Procedures

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Policy Statement

Employee complaints against any member of The Texas A&M University System (system) will be resolved pursuant to regulations established by the chancellor.

Reason for Policy

This policy requires the chancellor to establish regulations for the resolution of any complaint by any system employee, including veteran's and former foster children's employment preference complaints.

Procedures and Responsibilities

1. The chancellor shall establish comprehensive regulations for the resolution of all faculty, staff, student and other complaints against the system or any of its members, including appeals of employment actions.
2. The chancellor may establish procedures to determine if a complaint is frivolous and, if so found to be frivolous, the complaint shall be dismissed.
3. Employees of the system shall have all protection offered by federal and state laws, and procedures for reporting violations of law shall be established in system regulations.
4. An individual entitled to a veteran's or former foster child's employment preference under Texas Government Code, Chapters 657 and 672, may appeal a system member's decision relating to hiring the individual or retaining the individual if the member reduces its workforce. Such appeals shall follow the complaint procedures found in System Regulation *32.01.01, Complaint and Appeal Procedure for Faculty Members*, for faculty positions, and System Regulation *32.01.02, Complaint and Appeal Process for Nonfaculty Employees*, for nonfaculty positions. The system Board of Regents delegates its power to hear and decide such appeals to the respective system employee(s) designated in these system regulations.

Related Statutes, Policies, or Requirements

[Texas Government Code, Chapter 657](#)

[Texas Government Code, Chapter 672](#)

[Regulation 32.01.01, *Complaint and Appeal Procedures for Faculty Members*](#)

[Regulation 32.01.02, *Complaint and Appeal Process for Nonfaculty Employees*](#)

[Policy 32.02, *Discipline and Dismissal of Employees*](#)

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