



Grievance Against Staff

Your Name _____ Date _____

Who are you filing this grievance against? _____

What happened, or what is the staff member doing that you would like them to change?

When did it begin and end?

Do you have any ideas for how to solve this?

Signature _____ Date ____ / ____ /20 ____

Give or email this form to a non-involved staff member

Staff@Nickelsville.org (Jarvis)

Your Rights Under the Grievance Process

1) You have the right to have an advocate with you during the Grievance Process

whenever you are meeting with someone in person, by phone, or online. The advocate can be a volunteer or another villager. It cannot be a staff member or staff advisor. If you choose to have an advocate the meeting cannot begin until the advocate is present.

2) You have a right and responsibility to participate in the Grievance Process in good faith.

Both parties should be completely honest, cover all relevant details of the issue, be open to compromise, and attempt to come to an agreement quickly. If it is determined later that one of the parties did not act in good faith they will be held accountable by village Leadership or, in the case of the Staff member, the Nickelsville Staff Collective.

3) You have the right to a speedy decision.

If the Grievance goes to Step 2 the Staff shall make a decision by the end of the end of the second Weekly Staff Meeting following receipt of the Grievance. You will be notified of the Staff's recommendation by the end of the next day that follows the Staff Meeting.

4) You have the right to accountability. If you suspect that the Nickelsville Staff is acting in bad faith you may email your Grievance form directly to the Board of Directors at board@nickelsville.org

5) You have the right to clarity regarding the Grievance Process. Copies of the Grievance forms and Grievance Process are available in the Nickelsville Handbook, are posted on the Nickelsville.org website, or are obtainable within eight calendar days from a Nickelsville Staff Member.