

6C7-3.0134 Grievances Alleging Discrimination.

(1) This rule applies to all university faculty, A&P and USPS employees.

(2) General. UCF Rules 6C7-3.0131, 6C7-3.0132 and 6C7-3.0133, F.A.C., provide the administrative procedures to be used for processing employee grievances. In addition to those procedures, employee grievances alleging discrimination against the employee are subject to the additional regulations shown in subsection (3) below.

(3) Processing Grievances Alleging Discrimination.

(a) When an allegation of discrimination is involved, the grievant may elect to submit a written grievance as follows:

1. Through the channels prescribed by the applicable rule listed in subsection (2) above, OR

2. Unless specifically prohibited by the terms of an applicable collective bargaining agreement, directly to the university's Office of Equal Opportunity and Affirmative Action (EO/AA). A representative of that office will communicate with those involved in the grievance.

(b) If the grievance is submitted through the channels prescribed by subsection (2) above, the supervisor or other official first receiving the written grievance shall bring the matter to the attention of the Director of EO/AA and that director's recommendations shall be considered during the formal processing procedure.

(c) If the grievance is submitted directly to the Director of EO/AA, the grievant will be notified in writing of the findings of the investigation. Findings from this procedure may be considered in a process initiated in subsection (2) above, but no grievance will be considered in more than one forum at a time.

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