

## **ARTICLE 21: PUBLIC CHARGES**

- 21.1 When a complaint filed by a member of the school community (including District-enrolled students) might result in discipline, the affected unit member has the right to be represented at all stages of the proceedings; the right to be informed of the facts upon which the complaint is based; and the right to meet with the complainant in the company of the appropriate administrator to discuss the complaint.
- 21.2 When a complaint filed by a member of the school community (including District-enrolled students) is about to result in discipline, the affected unit member has the right to receive a written statement of the charge; the right to file a written response to the charge (which shall be included in his/her personnel file if appropriate); and the right to have a hearing on the matter conducted by the District within the meaning of Title V 16023(c) (1) (C).
- 21.3 Should a unit member be reported, investigated, or legally charged with child abuse, the District shall notify the unit member of such action, unless prohibited by law. The District shall comply with the Education Code with respect to the employment of said unit member during the period of such charge or investigation. The District shall respect, insofar as possible, the confidentiality of all information.
- 21.4 No reference or documentation of said report, charge or investigation shall be placed in the unit member's personnel file.