

UW Whitewater Police



Grievances

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Special Instructions: CALEA 22.4.1			
Approved By: Chief Kiederlen	Effective Date: 1/10/2013	Revised Date: 4/30/24	Revision number: 3

I. Purpose

The purpose of this General Order is to provide guidance on how the UW-Whitewater Police Department (UWWPD) will handle employee grievances.

II. Policy

It is the policy of UWWPD to maintain a fair and impartial system that allows employees to file grievances related to discipline and other employee matters.

III. Procedure

- A. **Grievances:** Employees have the right to grieve as allowed for by UW-Whitewater's Employee Grievance Policy, which can be viewed in full in the UW-Whitewater Policies section of the Human Resources Department website.
- B. Grievable Issues:
 - a. The following issues may be grieved by all University Staff employees:
 - i. Working Conditions/Workplace Safety.
 - b. The following issues may be grieved by a permanent University Staff employees:
 - i. Discipline.
 - ii. Layoff.
 - iii. Dismissal.
 - iv. Working Conditions
 - v. Workplace Safety Issues
 - c. Non-Grievable Issues: The following issues may not be grieved:
 - i. Utilizing personnel, methods and means to carry out the mission of the University of Wisconsin System or UW-Whitewater;
 - ii. Determining the size and composition of the work force;
 - iii. Performance evaluations;
 - iv. Managing and directing the employees of the University of Wisconsin System;
 - v. Hiring, promoting, assigning or retaining employees;
 - vi. Wisconsin Retirement System benefits, health insurance matters;
 - vii. Establishing reasonable workplace expectations; or

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- viii. Any other matter which UW-Whitewater has no authority to resolve dispute.
 - ix. Claims by employees of unlawful harassment or discrimination are not grievable. These complaints may be submitted to the Office of Human Resources or the appropriate government state or federal agency.
- C. UWWPD will follow the procedural steps and time limitations as outlined in the UW-Whitewater Employee Grievance Policy.