

Central Virginia Community College Policies  
IV - Employment Policies and Information  
Alternative Dispute Resolution and Grievance Procedure



Policy #:	CVCC0087
Effective:	__/__/__
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Responsible Dept.:	Human Resources
Other Policy References:	<a href="#">VCCS 3.13</a>

**Alternative Dispute Resolution and Grievance Procedure**

A grievance is a difference or dispute between a faculty member (the grievant) and an administrator, another faculty member, or a member of the classified staff of the college with respect to the application or interpretation of the provisions of the rules, policies, procedures, and regulations of the college or the Virginia Community College System (VCCS) as they adversely affect the grievant's work activity or terms of employment. Only the application or interpretation is grievable and not the rule, policy, procedure, or regulation itself. The Grievance Procedure is intended to provide a fair process for problem solving. Most problems should be resolved informally. If a problem cannot be resolved through informal discussion, the faculty member may pursue the formalized Grievance Procedure ([VCCS Policy 3.13](#)).