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# Grievance Procedure

## 1002.1 PURPOSE AND SCOPE

Discretionary **MODIFIED**

It is the policy of the California Department of State Hospitals (DSH) that all grievances/complaints be handled quickly and fairly without discrimination against employees who file a grievance/complaint, whether or not there is a basis for the grievance/complaint. The DSH philosophy is to promote a free verbal communication between employees and supervisors.

Any employee who wishes to submit a grievance/complaint must comply with provisions of the existing collective bargaining agreement, which comport with Government Code section 11152 and for excluded employees California Code of Regulations (CCR) section 599.859.