

**Williamsburg Technical College
STATEMENT OF POLICY**

SECTION C – HUMAN RESOURCES MANAGEMENT

Title GRIEVANCES AND APPEALS LEGAL AUTHORITY: SECTION 59-53-20 AND 8-17-310 ET. SEQ. OF THE 1976 CODE OF LAWS OF SOUTH CAROLINA, AS AMENDED; SC CODE OF REGULATIONS 19-718	Number C-17
Division of Responsibility Administration and Finance	Date 8/17/20 Page 1 of 1
Approval President _____ Commission Chair _____	Supersedes Policy No. C-17 Date 7/7/08

PURSUANT TO SECTION 41-1-110 OF THE CODE OF LAWS OF SC, AS AMENDED, THE LANGUAGE USED IN THIS DOCUMENT DOES NOT CREATE AN EMPLOYMENT CONTRACT BETWEEN THE EMPLOYEE AND THE AGENCY. THIS DOCUMENT DOES NOT CREATE ANY CONTRACTUAL RIGHTS OR ENTITLEMENTS. THE AGENCY RESERVES THE RIGHT TO REVISE THE CONTENT OF THIS DOCUMENT, IN WHOLE OR IN PART. NO PROMISES OR ASSURANCES, WHETHER WRITTEN OR ORAL, WHICH ARE CONTRARY TO OR INCONSISTENT WITH THE TERMS OF THIS PARAGRAPH CREATE ANY CONTRACT OF EMPLOYMENT.

It is the policy of Williamsburg Technical College to grant the right to those “covered” employees, as contemplated in S.C. Code Ann. § 8-17-320 (7), to present formal grievance appeals through the State Grievance Appeals Process. This process allows employees to seek redress without fear of restraint, interference, coercion, discrimination, or reprisal. Classified employees, unclassified nonteaching personnel, and institutional officers, excluding the College President, attain covered status upon having satisfactorily completed their initial twelve (12) months probationary period. Faculty personnel attain covered status upon satisfactorily completing their initial probationary period of two (2) full academic years duration.

This policy is established using the guidance set forth in Policy 8-6-100 of the State Board for Technical and Comprehensive Education.

State Board policies and procedures may also be viewed on the System Office website at www.sctechsystem.edu.