Migration from EthicsPoint to Maxient

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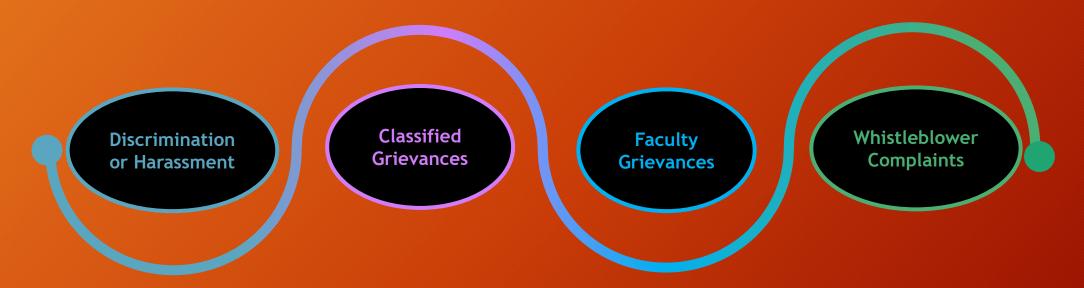# MIGRATION FROM ETHICSPOINT TO MAXIENT SYSTEM

The current link on the KCCD website entitled "Report Misconduct / EthicsPoint" will be replaced by a link entitled "Report a Complaint". These complaints will then be processed by the Vice Chancellor of Human Resources or the Director of Human Resources and entered into Maxient as deemed appropriate.

Maxient is our internal tracking system to replace Ethics Point.

REPORT A COMPLAINT

We would propose 4 categories of complaints. They are as follows:

Discrimination or Harassment

Classified Grievances

Faculty Grievances

Whistleblower Complaints

BP 3410 and BP 3430

Complainant would access the Report a Complaint link and it would take them to the Complaint form issued by the State Chancellor's Office

Article 16 of the CSEA CBA

Complainant would review Article 16 of the CBA and determine if they meet the criteria for a grievance and proceed to follow the process as outlined

Article 16 of the CCA CBA

Complainant would review Article 16 of the CBA and determine if they meet the criteria for a grievance and proceed to follow the process as outlined

BP 7700

Complainant would access the Report a Complaint link and it would take them to a document related to fraud, waste or abuse of Kern CCD resources

MOVING FORWARD

1. The Ethics Point Portal will be deactivated and replaced by our internal tracking device Maxient
2. Complaints related to discrimination or harassment must meet certain criteria prior to moving forward
3. Grievances regarding working conditions will be handled through the grievance process as set out in specific CBA's
4. Whistleblower complaints must meet certain criteria prior to moving forward
5. All complaints will be reviewed by the appropriate administrator prior to moving forward
6. All administrative remedies shall be exhausted prior to review and determination if an outside investigation is necessary
7. Complaints processed through the proper methods should provide remedy for all parties in an expeditious manner