



HUNTSVILLE UTILITIES POLICY

Revision Approval Date: Gas & Waterworks Board- 4/23/2019 Electric Board- 3/25/2019	Date Posted: 2/1/2023	Implementation Date: 4/24/2019
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Policy #: HR-7-03

Policy: Conflict Dispute Resolution

Purpose: To provide employees with a process that allows them to raise concerns regarding good faith alleged violations of policy and/or an involuntary termination of employment that has not been effectively resolved through the open door process. These steps are reflected in associated standards which must be exhausted before a hearing may be held.

Ultimately, a conflict dispute may result in a hearing which shall be conducted in accordance with substantial due process; however, formal rules of evidence and procedure need not apply. Huntsville Utilities (HU) reserves the right to make its own decision regarding appropriate disciplinary action or resolution of an employee complaint without regard to the actions of any court proceedings.

If a hearing is scheduled, an outside hearing officer will be assigned by HU; however, if the employee prefers, a panel of three (3) employees may be selected by Human Resources. The hearing officer's report will be provided to the President/CEO or appropriate governing body.

Note: *All forms of harassment should be reported immediately in accordance with HU policies.*

Original Issue Date: 3/2/87 (Former 7-03 Handling Employee Grievances)

Revision Dates: 10/30/07, 6/1/21 (N/C), 2/1/23 (N/C)