

Grievance Procedure

How shall students, professors, staff, and administrators process a grievance?

- The main concern in any grievance is to bring reconciliation and growth in ways that enhance community.
- The American Council on Education defines grievance thus:
“Grievable issues are those in which there is the possibility of an error in the institutional policies (or lack of them), in its prescribed procedures for carrying out the policies, in the administration of those procedures or in varying combination of these.”
- If it is determined that an institutional error has occurred, the second concern of a grievance procedure is to provide a process for appropriate redress.
- This process should be non-adversarial and open, undertaken for the sake of understanding, and hopeful for a solution.
- Future Generations has established a Grievance Committee consisting of the Dean, an outstanding graduate of a prior Master’s class, and a rotating appointed member of the Academic Council.
- After there has been dialogue between the aggrieved party and a representative of the institution, or between the grievant and the person who is alleged to have violated or mishandled policy, it is hoped that reconciliation and problem-solving will have occurred.
- If a grievance remains, then the grievant is asked to submit in writing a full description of this to the Grievance Committee, which will convene within two weeks, consult with the parties, and seek reconciliation and/or problem-solving as promptly as possible.
- Our Master’s classes are small and students come from communities spread across the globe. Hence to allow for all classmates to remain focused on community life and coursework while still allowing for grievance procedures, we believe it is unwise to place any current students on this Grievance Committee. Interested graduates, however, are invited to submit their names to serve on this committee.