

**GRIEVANCE AGAINST KING NEIGHBORHOOD ASSOCIATION (KNA)  
FOR VIOLATING 60-DAY PERIOD FOR RESPONDING TO GRIEVANCES**

**Margaret O'Hartigan**

**January 28, 2016**

This grievance is made in compliance with King Neighborhood Association Bylaws ARTICLE X Sections A and B, and Office of Neighborhood Involvement Standards SECTION VII, Subsection C(3).

On November 2, 2015 I filed a grievance against KNA for imposing arbitrary and capricious preconditions for filing grievances in violation of KNA Bylaws, NECN Rules and ONI Standards governing the grievance process. Also included in that grievance was the issue of KNA's withholding its October 20, 2015 response to a previous grievance until late on October 29, 2015, depriving me of the full 14-day period allowed under ONI Standards in which to file an appeal to the Northeast Coalition of Neighborhoods (NECN).

On November 24, 2015 I filed a grievance against KNA for repeatedly violating ONI Standards governing Open Meetings and Public Records requirements contained SECTION VIII Subsection C and D(3). I also grieved the fact that although I was a Board member I was never allowed to participate in the selection of a grievance committee, learning of its existence only upon receiving a October 20, 2015 letter from KNA Chair Nick LaRue stating: "The grievance committee has met."

ONI Standards SECTION VII Subsection C(3)(c) mandates that "The grievance must be reviewed and responded to by the appropriate Neighborhood Association procedures within 60 days from receipt of the grievance." In addition KNA Bylaws ARTICLE X Section D requires that "Within 60 calendar days from receipt of the grievance, King Neighborhood Association shall render a final decision on the grievance and notify the grievant of its decision."

The 60-day period for KNA to respond to my November 2, 2015 grievance ended January 1, 2016 with no response; an appeal was consequently filed with NECN on January 7, 2016 containing the original issues as well as raising the additional issue of KNA's failure to comply with the mandatory 60-day period. The 60-day period for KNA to respond to my November 24, 2015 grievance was January 22, 2016 with no response; an appeal was consequently filed with NECN on January 25, 2016 containing the original issues as well as raising the additional issue of KNA's failure to comply with the mandatory 60-day period.

This grievance dated January 28, 2016 and is filed against KNA for violating the 60-day period in which to review and respond to grievances mandated by ONI Standards and KNA Bylaws.

### **Harm**

ONI Standards SECTION VII Subsection A establishing Grievance and Appeal Procedures states “The goal of this section is to create a just and fair grievance procedure for Neighborhood Associations”, while Subsection B states “A Grievance is a recognized action and requires a written response from the neighborhood leadership. The response is part of a process to encourage fair and equitable treatment of all individuals involved in neighborhood volunteer efforts.” Consequently, KNA’s failure to comply with ONI Standards’ requirement to review and issue a written response to my grievance within the 60-day period harmed me by creating an unjust and unfair grievance procedure which denied me fair and equitable treatment.”

Margaret O’Hartigan  
January 28, 2016