



Grievance Determination

Grievant's Name: Debbie Slater

Neighborhood Council: Silver Lake

Grievance Number: 277

Complainant Alleges Violation of the Following: Neighborhood Council Bylaws, Article V, Section: 7

Date Received: January 4, 2021

Date of Department Review: January 14, 2021

Dear, Ms. Slater:

Thank you for contacting the Department of Neighborhood Empowerment (DONE) via the [Grievance Portal](#) relative to your grievance against the Silver Lake Neighborhood Council on January 4, 2021

OVERVIEW OF GRIEVANCE-PROCESS:

The Department reviews all Grievances to determine whether the Grievance conforms to the Grievance Policy. Upon a determination that a Grievance conforms to the Policy, the Department certifies the Grievance and notifies the affected Neighborhood Council that the Grievance may proceed through the Grievance process established herein. The certification of a Grievance by the Department shall not be construed as a statement regarding the validity or invalidity of the Grievance. If a determination is made that the grievance meets the eligibility requirements as prescribed in the ordinance,, a notification will be sent to the Neighborhood Council in question describing the next steps and suggested remedy.

The Neighborhood Council Grievance process is, in general, authorized to address alleged violations of the Neighborhood Council's rules, Los Angeles City ordinances regarding the Neighborhood Council system, Neighborhood Council funding rules from the City Clerk, or policies of the Department of Neighborhood Empowerment or Board of Neighborhood Commissioners (BONC). The jurisdiction of complaints that are reviewed under the Neighborhood Council Grievance process is limited in scope. For example, the Neighborhood Council Grievance process is prohibited from addressing allegations against individual board members or addressing violations of State or Federal law.

Your grievance alleges:

“SLNC Board member is currently in violation of Absence policy. Co-Chairs were notified of violation and will not follow the directives of Article V, Section 7 outlining process to address absences. Board member has missed 5 meetings in 12 month period and was first notified to the Co-Chairs on November 16, 2020. Executive Committee meeting was held on November 30, 2020 and this was not agendized. No Executive Committee meeting was held in December 2020 although I requested one to address this and other issues.”

RESPONSE: This matter addresses the conduct of specific individual board members and not the entire board which does not conform to the [Grievance Policy](#) described above. While the jurisdiction of your complaint under the Neighborhood Council Grievance process is limited in scope, your concerns will be forwarded to the Neighborhood Empowerment Advocate who works with the Silver Lake Neighborhood Council so that the matter can be addressed with the Chair.

After carefully reviewing your grievance, the Department found that the allegations in your grievance are matter pertaining to issues outside of the jurisdiction of the Grievance process. Accordingly, this grievance is closed.

Thank you for bringing this issue to the Department's attention. I hope the Department's description of the Neighborhood Council's application of the rules provides clarification of the circumstances in question.

Respectfully,