

Compliance Alerts!

SHRA Grievance Policy

Effective December 1, 2025, the [SHRA Employee Grievance Policy](#) will be updated to align with State Law and to clarify employee rights and procedures. The UNC System Office maintains that the grievance process is designed to provide a prompt, fair, and orderly resolution of employment-related disputes. To support these principles, Fayetteville State University has adopted the SHRA Employee Grievance Policy as approved by the State Human Resources Commission.

The policy updates cover:

- **Employment Preference for National Guard Members:**
 - The updated policy now extends formal grievance eligibility to members of the National Guard, ensuring they receive the same protections and rights under the grievance process in accordance with recent state legislation.
- **Clarification of Grievance Process Options:**
 - The policy now more clearly defines which workplace issues qualify for the formal grievance process and which should be addressed through informal discussions or other resolution methods designated by each institution. This provides greater transparency and guidance for employees seeking resolution.
- **Updated Equal Employment Opportunity (EEO) Language:**
 - References to EEO and Affirmative Action have been updated for consistency with current university policy and federal executive orders.

If you have any questions about how these updates may affect you or your department, please contact the Office of Human Resources by phone at 910-672-1146 or email at hrinfo@uncfsu.edu.

To keep the community informed, all **Compliance Alerts!** are maintained on the University's Compliance and Enterprise Risk Management webpage. [Compliance Alerts \(uncfsu.edu\)](#)