

## WHISTLEBLOWER

A whistleblower is defined as a board member, employee or volunteer who, acting in good faith, informs an administrator or board member about an activity that the person believes to be fraudulent or dishonest.

The school district will use its best efforts to protect whistleblowers against retaliation. The district cannot guarantee confidentiality, and there is no such thing as an "unofficial" or "off the record" report. However, the district will keep the whistleblower's identity confidential unless (1) the person agrees to be identified, (2) identification is necessary to allow district or law enforcement officials to investigate or respond to the report effectively, (3) identification is required by law, or (4) the person accused of misconduct is entitled to the information as a matter of legal right in disciplinary proceedings.

District employees may not retaliate against a whistleblower with the intent or effect of adversely affecting the terms or conditions of his or her employment including, but not limited to threats of physical harm, loss of job, punitive work assignments, or an effect on compensation. A whistleblower who believes he or she has been retaliated against may file a written complaint with the superintendent. If retaliation is proven, the district shall take steps to remedy the harm to the whistleblower and shall take appropriate disciplinary action against the retaliator(s). This protection from retaliation is not intended to prohibit administrators from taking action, including disciplinary action, in the usual scope of their duties and based on valid performance related factors.