

22 WHISTLE BLOWER PROTECTION

The Board of Education (“Board”) is strongly committed to upholding ethical standards in the School District and will foster and maintain an environment where employees can work safely and appropriately without fear of retaliation. All employees, and others performing work on behalf of the School District, are expected to conduct themselves in a professional manner, adhere to applicable laws and Board Policies and Procedures that apply to their work activities in addition to demonstrating ethical behavior in all their decisions and interactions.

- 22.1 The Board expects employees, and others that we deal with, who have serious concerns about any aspect of the School District’s operations with respect to potential evidence of wrongdoing, to come forward and voice those concerns.
- 22.2 The responsibility for the day-to-day administration and enforcement of this Policy rests with the Superintendent of Schools as authorized by the Board of Education. If a concern is regarding the Superintendent, the report shall be made directly to the chair of the board.
- 22.3 The provisions of this Policy are independent of, and supplemental to, the provisions of collective agreements between the School District and its Unions relative to grievance procedures and to any other terms and conditions of employment.
- 22.4 It is a violation of the Policy for anyone to knowingly make a false complaint of wrongdoing or to provide false information about a complaint. Individuals who violate this Policy are subject to disciplinary and/or corrective action, up to and including termination of employment.

Board Policy: November 2016
Revised: