

PROHIBITION AGAINST RETALIATION

Policy Code: **1760/7280**

The board of education prohibits and will not tolerate any form of reprisal, retaliation or discrimination against any employee who, in good faith, has made or intends to make a report that there has been a violation of federal, state or local law, regulation or public policy due to a practice, policy, act or omission of the board of education, of a school district employee or of an entity/person with whom the school district has a business relationship.

An employee who reasonably believes that any such violation exists shall file a written complaint with the superintendent. Once a complaint is filed, the superintendent or his/her designee will conduct a prompt and thorough investigation of the complaint. Any complaint alleging inappropriate conduct by the superintendent should be filed with the board chair for investigation. The board chair will report any such complaint to the board, and the board will authorize a prompt and thorough investigation.

The provisions of this policy apply only to those situations in which an employee brings the alleged unlawful activity, policy or practice to the attention of the board or superintendent and provides the board or superintendent with a reasonable opportunity to investigate and correct the alleged unlawful activity. If necessary, the superintendent or board may specify reasonable steps to protect the complaining employee from retaliation.

The superintendent will ensure that each employee receives a copy of this policy and signs a statement verifying his/her receipt and understanding of this policy.

Legal Reference: Sarbanes-Oxley Act, 18 United States Code § 1513(e); G.S. 128-85

Adopted: October 9, 2008