

NESHANNOCK TOWNSHIP SCHOOL DISTRICT

SECTION: OPERATIONS

TITLE: WHISTLEBLOWER

ADOPTED: January 10, 2014

REVISED:

	829. WHISTLEBLOWER
1. Purpose	<p>The Board is committed to facilitating open and honest communication relevant to its governance, finances, and compliance with all applicable laws and regulations. The Neshannock Township School District requires its Board of Directors and employees to observe high standards of business and personal ethics in the conduct of their duties and honesty and integrity in fulfilling their responsibilities and comply with all applicable laws and regulations. The Board finds that employees who in good faith report to the employer or cooperate in investigations of suspected waste or wrongdoing should not subject to discrimination or other adverse employment consequences.</p>
2. Authority 43 P.S. Sec. 1423 18 U.S.C. Sec. 1513	<p>The Whistleblower Law provides protection of employees against being discharged or discriminated against by reason of their filing good faith reports with an employer of suspected waste or wrongdoing or cooperating in the investigation of such reports.</p>
3. Definitions	<p>Good faith report: a report of conduct defined in this policy as wrongdoing or waste which is made without malice or consideration of personal benefit and which the person making the report has reasonable cause to believe is true.</p> <p>Waste: an employer's conduct or omissions which result in substantial abuse, misuse, destruction or loss of funds or resources belonging to or derived from Commonwealth or political subdivision sources.</p> <p>Whistleblower: a person who witnesses or has evidence of wrongdoing or waste while employed and who makes a good faith report of wrongdoing or waste, verbally or in writing, to one of the person's superiors, to an agent of the employer or to an appropriate authority.</p> <p>Wrongdoing: a violation which is not of merely technical or minimal nature of federal or state statute or regulation, of political subdivision ordinance or regulation, or of a code of conduct or ethics designed to protect the interest of the public or the</p>

<p>4. Guidelines</p>	<p>employer.</p> <p><u>Employee Education</u></p> <p>All current employees will receive a copy of the Whistleblower Policy.</p> <p>All new employees will be required to sign a statement indicating that they have read and understand this policy as part of their orientation.</p> <p>The Neshannock Township School District will inform all employees of changes to the Whistleblower Policy and identification of the Compliance Officer.</p> <p><u>Protection of Employees:</u></p> <p><i>Persons Not To Be Discharged-</i></p> <p>No employee may be discharged, threatened, or otherwise discriminated or retaliated against regarding the employee's compensation, terms, conditions, location or privileges of employment because the employee or person acting on behalf of the employee makes a good faith report or is about to report, verbally or in writing, to the employer or to an appropriate authority an instance of wrongdoing or waste.</p> <p><i>Discrimination Prohibited-</i></p> <p>No employee may be discharged, threatened, or otherwise discriminated or retaliated against regarding the employee's compensation, terms, conditions, location or privileges of employment because the employee is required by an appropriate authority to participate in an investigation, hearing or inquiry held by an appropriate authority or in a court of action.</p> <p><i>Acting In Good Faith-</i></p> <p>Anyone reporting a concern must act in good faith and have reasonable grounds for believing the information disclosed indicates an improper accounting or auditing practice, or a violation of Board policies. The act of making allegations that prove to be unsubstantiated, and that proves to have been made maliciously, recklessly, or with the foreknowledge that the allegations are false, will be viewed as a serious disciplinary offense and may result in discipline, up to and including termination of employment. Such conduct may also give rise to other actions, including civil lawsuits.</p>
<p>5. Delegation of Responsibility</p>	<p>In order to maintain a professional environment that discourages and prohibits punitive action against whistleblowers, the Board appoints the Director of Security as the Compliance Officer.</p>

	<p>If the complaint is against the Director of Security, the complaint procedure should be directed to the Superintendent.</p> <p>The Compliance Officer shall receive written complaints from employees who allege that this policy has been violated. The Compliance Officer shall investigate these complaints and, within fifteen (15) days of receipt of the complaint, issue a summary of the investigation, a determination of whether the complaint has been substantiated as factual and whether it is a violation of this policy, and a recommend disposition of the complaint. A copy of the findings shall be provided to the complainant.</p> <p>If the investigation results in findings that the complaint is factual and constitutes a violation of this policy, the Board shall take prompt, corrective action to prevent reoccurrence of such action and to correct its affect on the complainant and others, if applicable.</p> <p>Disciplinary action shall be consistent with Board policies and state and federal laws.</p> <p>References:</p> <p>Whistleblower Law – 43 P.S. Sec. 1421 et seq.</p> <p>Whistleblower Protection- 18 U.S.C. Sec. 1513</p> <p>Board Policy – 317, 417, 517</p>
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