



**Title:** Whistleblower Policy

**Effective Date:** 8.14.19

**Review Date:** 10/14/20

**Definitions:** n/a

**Purpose:** Promote a high standard of ethics within staff, administration and the Board of Directors.

**Policy Statement:**

No director, officer, employee, or stakeholder who in good faith reports an ethics violation shall suffer harassment, retaliation, or adverse employment consequence. An employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment. If a stakeholder reasonably believes that a policy, practice, or activity of Georgetown Community School is in violation of the law, a written complaint must be filed by that stakeholder with the School Director or a School Board Representative.

The reporting party must exercise sound judgment to avoid baseless allegations. An employee of the school who intentionally files a false report of wrongdoing will be subject to discipline up to and including termination.

Whistleblower protections are provided in two important areas - confidentiality and against retaliation: Insofar as possible, the confidentiality of the whistleblower will be maintained. However, identity may have to be disclosed to conduct a thorough investigation, to comply with the law, and to provide accused individuals their legal rights of defense.

Georgetown Community School staff and administration will not retaliate against a whistleblower. For employees, this includes, but is not limited to, protection from retaliation in the form of an adverse employment action such as termination, compensation decreases, poor work assignments, and threats of physical harm. Any whistleblower who believes he/she is being retaliated against must contact the School Director or School Board representative immediately. The right of a whistleblower for protection against retaliation does not include immunity for any personal wrongdoing that is alleged and investigated.