

DISCLOSURE OF WRONGFUL OR UNLAWFUL CONDUCT: **WHISTLEBLOWER POLICY**

The Board of Education expects that its officers and employees will fulfill the public's trust and conduct themselves in a lawful manner, in accordance with all applicable statutes, rules, regulations, and District policies.

The Board of Education shall, at its annual organization meeting, designate two Compliance Officers to receive and investigate complaints from its employees under Civil Service Law Section 75-b and Labor Law 740, commonly known as the "Whistleblower" laws. Individuals may choose to report their complaints to either of these officers. The Board directs the Superintendent to arrange for the training of these individuals. The names of the district's Compliance Officers will be listed on the district calendar, and website, and be available through the office of the Superintendent. It is the responsibility of an employee who is aware of conduct on the part of any Board member or employee that possibly violates Federal or State law, or Board policy, to call this conduct to the attention of a Compliance Officer.

The District shall not dismiss or take any other adverse personnel action against an employee because he or she, in good faith, discloses to a Compliance Officer any: 1) information regarding a violation of a law, rule, regulation, or Board policy, which creates and presents a substantial and specific danger to the public health or safety; or 2) information concerning conduct that the employee reasonably believes constitutes improper conduct by any public officer or employee of the District. However, nothing in this policy is intended to interfere with legitimate employment decisions.

Upon obtaining information pursuant to this policy, the District's Compliance Officer receiving the complaint shall take immediate steps to conduct an investigation into the alleged violation and to report the findings and conclusions directly to the Board of Education.

Complaints filed pursuant to this policy shall remain confidential to the extent possible in accordance with any applicable laws and collective bargaining agreements. Any person who deliberately makes a false report of improper conduct shall be subject to appropriate disciplinary action.