

1 Members of the Transylvania County Board of Education (the “board”) and employees are
2 expected to be honest and ethical in the performance of their duties and to comply with
3 applicable federal, state, and local laws, policies, and regulations. The board encourages
4 employees to report possible financial improprieties, ethical violations, and other illegal practices
5 and intends that employees who report such matters in good faith will not be subject to
6 retaliation or other adverse employment consequences.
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8 If an employee reasonably believes that (1) there has been a violation of federal, state, or local
9 law, policy, or regulation, public policy, or an individual’s ethical duties and (2) the violation is
10 due to a practice, policy, act, or omission of the board of education, an individual board member,
11 a school system employee, or an entity/person with whom the school system has a business
12 relationship, the employee should report that matter in accordance with policy 1750/7220,
13 Grievance Procedure for Employees, or policy 1720/4015/7225, Discrimination, Harassment,
14 and Bullying Complaint Procedure. Any complaint alleging a violation by the superintendent or
15 the board should be filed with the board chair for investigation. The board chair will report the
16 complaint to the board, and the board will authorize a prompt and thorough investigation or other
17 action as necessary.
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19 ~~The Transylvania County Board of Education (the “board”) prohibits and will not tolerate any~~
20 ~~form of reprisal, retaliation, or discrimination against any employee who (1) in good faith, has~~
21 ~~made or intends to make a report of wrongdoing described in this policy; that there has been a~~
22 ~~violation of federal, state, or local law, regulation, or public policy due to a practice, policy, act,~~
23 ~~or omission of the board of education, of a school system employee, or of an entity/person with~~
24 ~~whom the school system has a business relationship; or (2) has refused to carry out a directive~~
25 ~~which may constitute a violation of federal, state, or federal local law, rule policy, or regulation,~~
26 ~~or poses a substantial or specific danger to public health and safety.~~
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28 ~~An employee who reasonably believes that any such violation exists may file a grievance in~~
29 ~~accordance with policy 1750/7220, Grievance Procedure for Employees, or a complaint in~~
30 ~~accordance with policy 1720/4015/7225, Discrimination, Harassment, and Bullying Complaint~~
31 ~~Procedure.~~
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33 To be protected by this policy, employees who report violations or suspected violations must be
34 acting in good faith based on a reasonable belief that the reported information represents an
35 unlawful activity, policy, or practice. The protection extends to those whose allegations are
36 made in good faith but prove to be mistaken. The board reserves the right to discipline
37 employees who know or have reason to believe that the report is inaccurate. Further, except as
38 otherwise required by law, the provisions of this policy apply only to those situations in which an
39 employee brings the alleged unlawful activity, policy, or practice to the attention of school
40 officials or the board and provides school officials or the board with a reasonable opportunity to
41 investigate and correct the alleged unlawful activity. If necessary, school officials or the board
42 may specify reasonable steps to protect the complaining employee from retaliation.
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44 Each employee will receive a copy of this policy and sign a statement verifying his or her receipt

45 and understanding of this policy.

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47 Legal References: Sarbanes-Oxley Act, 18 U.S.C. 1513(e); G.S. 115C-335.5; 126-5(c5), -84, -
48 85, -86, -87, -88

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50 Cross References: Discrimination, Harassment, and Bullying Complaint Procedure (policy
51 1720/4015/7225), Grievance Procedure for Employees (policy 1750/7220), **Code of Ethics for**
52 **School Board Members (policy 2120), Board Member Conflict of Interest (policy 2121), Ethics**
53 **and the Purchasing Function (policy 6401), Staff Responsibilities (policy 7300), Employee**
54 **Conflict of Interest (policy 7730)**

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56 Adopted: January 21, 2014

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58 Revised: September 21, 2015; [DATE]

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