

1 The Transylvania County Board of Education prohibits and will not tolerate any form of reprisal,
2 retaliation or discrimination against an employee who (1) in good faith, has made or intends to
3 make a report that there has been a violation of federal, state or local law, regulation or public
4 policy due to a practice, policy, act or omission of the Board of Education, of a school system
5 employee, or of an entity/person with whom the school system has a business relationship; or (2)
6 has refused to carry out a directive which may constitute a violation of state of federal law, rule
7 or regulation, or poses a substantial or specific danger to public health and safety.

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9 An employee who reasonably believes that any such violation exists may file a grievance in
10 accordance with Policy GBM-R, "Staff Complaints and Grievances," or a complaint in
11 accordance with Policy ACB-R, "Discrimination, Harassment, and Bullying Complaint
12 Procedure."

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

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20 Each employee will receive a copy of this policy and sign a statement verifying his or her receipt
21 and understanding of this policy.

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23 Legal References: Sarbanes-Oxley Act, 18 U.S.C. 1513(e); G.S. 115C-335.5; 126-5(c5), -84,
24 -85, -86, -87, -88

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26 Cross References: Discrimination, Harassment and Bullying Complaint Procedure (Policy
27 1720/4015/7225), Grievance Procedure for Employees (Policy 1750/7220)

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31 APPROVED BY BOARD
32 AND EFFECTIVE _____
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