Book	Policy Manual
Section	1000 Administration
Title	WHISTLEBLOWER PROTECTION
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1411 - **WHISTLEBLOWER PROTECTION**

The Board of Education expects all its employees to be honest and ethical in their conduct, and to comply with applicable State and Federal laws, Board policies, administrative guidelines and procedures. The Board encourages and requires staff to report all potential fraudulent activity. Parents, volunteers, contractors and concerned citizens are encouraged to report all potential fraudulent activity, when done in good faith belief.

Employees are required to call the Fraud Hotline or contact the Office of Inspector General (OIG) directly, when they have credible information regarding potential fraudulent activity. The District shall provide protections to complainants of potential fraudulent activity who, as a result of reporting violations to the OIG may be subject to retaliation by their supervisors.

Any employee making such a report shall be protected from discipline, retaliation, or reprisal for making a Whistleblower report as long as the employee had a good faith belief as to the accuracy of any information reported. Employees are subject to disciplinary action, up to and including termination for knowingly making a false report under this policy. In accordance with this policy, employees may also be subject to disciplinary action, up to and including termination, if they fail to report any potential fraudulent activity and violations of Federal, State, or local laws involving or relating to the business of the District.

The Superintendent shall develop administrative guidelines necessary for implementation of this policy.

Legal

The Michigan Whistleblowers' Protection Act (469 P.A. 1980)

M.C.L. 15.361 et seq.