

## WHISTLEBLOWER

The Evansville Community School District Board of Education is committed to protecting employees and applicants for employment from interference with making a protected disclosure\* or retaliation for having made a protected disclosure or having refused an illegal order as defined by state and federal law or Board of Education policies.

A District employee may not: (1) retaliate against an employee or applicant for employment who has made a protected disclosure or who has refused to obey an illegal order, or (2) directly or indirectly use or attempt to use the official authority or influence of his or her position or office for the purpose of interfering with the right of an employee or applicant to make a protected disclosure. It is the intention of the District to take whatever action may be needed to prevent and correct the activities that violate this policy.

**\*Protected Disclosure:**

An employee of the State of Wisconsin, except for certain exceptions listed in s. 230.80(3), may not be retaliated against for disclosing information regarding a violation of any state or federal law, rule or regulation, mismanagement or abuse of authority in state or local government, substantial waste of public funds or a danger to public health or safety. An employee may disclose information to any other person. However, before disclosing information to anyone other than an attorney, collective bargaining representative or legislature, the employee must do one of the following disclose the information in writing to the employee's supervisor, or disclose the information in writing to an appropriate governmental unit designated by the Equal Rights Division.

Legal Ref.: 30 U.S.C. §3739(h) Sarbanes-Oxley Fraud Prevention Act

Local Ref.: Policy #511 – Equal Opportunity Employment  
Policy #871 – Public Complaints About School Personnel  
Policy #871 Form – Complaints Against Staff Form  
Employee Handbook