



WHISTLEBLOWER

The Blue Oak Charter Council supports the right of any employee to report any activity he/she considered to be illegal or dishonest without fear of recrimination.

A whistleblower, as defined by this policy, is an employee of Blue Oak Charter School who reports an activity that he/she considers to be illegal or dishonest to one or more of the parties specified in this Policy. The whistleblower is not responsible for investigating the activity or for determining fault or corrective measures; appropriate management officials are charged with these responsibilities.

If an employee has knowledge of or a concern of illegal or dishonest fraudulent activity, the employee is to contact the Executive Director. If the Executive Director is the concern the employee is to contact the Blue Oak Charter Council president. Blue Oak will not retaliate against a whistleblower. This includes, but is not limited to, protection from retaliation in the form of an adverse employment action such as termination, compensation decreases, or poor work assignments and threats of physical harm. An employee who intentionally files a false report of wrongdoing will be subject to discipline up to and including termination.