Whistleblower Anti-Retaliation Policy

I. Purpose
The purpose of this policy is to set expectations of proper conduct regarding the reporting of fraud, waste, abuse, policy violation, or unlawful or improper acts. This policy also sets the expectation of anti-retaliation against the reporter (“Whistleblower”) of fraud, waste, abuse, policy violation, or unlawful or improper acts. This policy applies to employees of the Wicomico County Board of Education (WCBOE) as well as contractors, interns, and others who work in WCBOE buildings or on WCBOE properties.

II. Policy Statement
The Wicomico County Board of Education (WCBOE) encourages its employees and others who work in WCBOE buildings or on its properties to support its mission of fiscal responsibility and effective and efficient use of resources. The Board welcomes such reports and prohibits retaliation against any employee who makes a good faith report or who has participated in an investigation or proceeding of such fraud, waste, abuse, policy violation, or unlawful or improper acts.

III. Standards
A. Board employees shall not intimidate or take retaliatory action against any Board employee, or relative of the employee, who makes a report of fraud, waste, abuse, policy violation or unlawful or improper acts.
B. Board employees shall not knowingly or intentionally make false reports of unlawful, non-compliant, or improper activities.
C. The Human Resources Department will review complaints of retaliation. Any attempted or actual retaliatory action covered under this policy may subject the violator to disciplinary action, up to and including termination and/or involvement of law enforcement.

IV. Reporting
A. Employees who make a good faith report or who participate in an investigation of fraud, waste, abuse, policy violation, or unlawful or improper acts are subject to the same standards of performance and conduct as other employees. An adverse personnel action against an employee whose conduct or performance warrants such action for reasons unrelated to a report of retaliation will not be deemed a violation of this policy.
B. An employee who has filed a report and/or has participated in an investigation concerning fraud, waste, abuse, policy violation, or unlawful or improper acts, and who believes that he/she is the subject of retaliation, may submit a written complaint to the Human Resources Department.
V. Violations

Employees who violate this policy shall be subject to disciplinary action, up to and including termination and/or involvement of law enforcement.

Related Documents:
- BOE-GEN-PL-001, Equal Opportunity and Non-Discrimination Policy
- ADM-HRR-PL-028, Workplace Violence Prevention Policy
- ADM-HRR-PL-026, Employee Confidentiality Policy
- ADM-HRR-PL-024, Harassment and Sexual Harassment Policy
- ADM-HRR-PR-004, Harassment and Sexual Harassment Procedure
- ADM-HRR-PL-019, WCBOE Social Media Policy
- ADM-HRR-PL-016, Violation of Criminal Laws Policy