



Contact:

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TO: Stanwood-Camano Board of Directors

FROM: Christine Del Pozo, Executive Director of Human Resources

SUBJECT: First Reading, Board Policy 5271 Reporting Governmental Action (Whistleblower Protection)

DATE: January 16, 2024

TYPE: Action Required

This is the first reading of Personnel Policy 5271 Reporting Governmental Action (Whistleblower Protection). Updates reflect changes recommended by Washington State School Directors Association. It is identified as an encouraged policy by the Washington State School Directors Association.

The policy will come before the Board for second reading on February 6, 2024. If you have any questions regarding this policy, please contact me.

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and is prepared for the future of their choice

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REPORTING IMPROPER GOVERNMENTAL ACTION (WHISTLEBLOWER PROTECTION)

The district encourages **the reporting, consistent with the district's procedures,** of improper governmental actions by any district officers or employees and will protect employees against retaliatory employment actions for reporting **improper government** ~~such~~ actions when the reports are made in compliance with this policy and related procedure.

District officers and employees are prohibited from taking retaliatory action against an employee because the employee has in good faith reported alleged improper governmental action in accordance with this policy and related procedure.

The Superintendent/**designee will** ~~shall~~ establish procedures for receiving and acting on employee reports of improper governmental actions and responding to allegations of retaliation.

Cross Reference:	Policy 3421	Child Abuse and Neglect
	Procedure 5271P	Reporting Improper Governmental Action (<u>Whistleblower Protection</u>)
Legal Reference:	RCW 42.41	Local Government Whistleblower Protection
<u>Management Resources:</u>		<u>2015 – October Policy Issue</u>

Adoption Date: 12.92
Stanwood-Camano School District
Revision Date: 02.20.18, 02.06.24