

CHAVEZ HUIERTA

K-12 PREPARATORY ACADEMY

Book	CHPA Board Policy Manual
Section	Chapter 5 Human Resources
Title	BP 5110 Whistleblower Protection
Number	BP 5110
Status	Active
Legal	Chavez/Huerta K-12 Preparatory Academy Charter School Contract §24-50.5-101 to 107: Public Employees Whistleblower Protection Act of 1989
Adopted	July 12, 2016
Last Reviewed	July 12, 2016

The Chavez/Huerta K-12 Preparatory Academy (CHPA) Human Resources Department will establish procedures regarding the reporting and investigation of suspected unlawful activities by CHPA employees, and the protection from retaliation of those who make such reports in good faith and/or assist in the investigation of such reports. For purposes of this policy and any implementing procedures, “unlawful activity” refers to any activity – intentional or negligent – that violates state or federal law, local ordinances, or CHPA policy.

The procedures shall provide that that individuals are encouraged to report suspected incidents of unlawful activities without fear of retaliation, that such reports are investigated thoroughly and promptly, that remedies are applied for any unlawful practices, and that protections are provided to those employees who, in good faith, report these activities and/or assist CHPA in its investigation.

Furthermore, CHPA employees shall not: (1) retaliate against an employee or applicant for employment who has made a protected disclosure, assisted in an investigation, or 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 for the purpose of interfering with the right of an applicant or employee to make a protected disclosure to CHPA. CHPA will not tolerate retaliation, and will take whatever action may be needed to prevent and correct activities that violate this policy including discipline of those who violate it up to and including termination.

Last Revised June 20, 2016