

**Policy Statement #1741 (Administration) of the Board of Education Regarding
Whistleblower Protection**

I. Purpose

- A. To ensure that employees of Calvert County Public Schools can freely report suspected improprieties without fear of retaliation.
- B. To support a process that ensures an appropriate, consistent, and timely response to all reports of suspected improprieties.

II. Policy Statement

- A. As a public institution, Calvert County Public Schools (CCPS) has a responsibility to the public to conduct its affairs ethically and in compliance with laws and regulations. Laws, regulations, policies and procedures strengthen and promote ethical practices and ethical treatment of the members of the CCPS community and those who conduct business with the school system. Part of how CCPS demonstrates accountability for its conduct is having a mechanism in place for employees to report good faith suspicions of illegal, unethical or other inappropriate activity.
- B. The Board of Education will ensure that an environment exists where employees can report suspected improprieties in a timely manner, without fear of retribution, and with full confidentiality. In addition, the school system will use reporting and investigative processes that ensure appropriate, consistent, and timely responses to all reports of suspected improprieties.

III. Delegation of Authority

- A. The Superintendent is directed to develop administrative procedures to implement this policy in accordance with all local policies and local, state and federal laws and regulations and to communicate this policy and accompanying procedures to all relevant parties.

IV. Exceptions

- A. There are no exceptions to this policy. However, the Board, by majority vote, may temporarily suspend all or part of this policy. Suspension of all or part of this policy, however, in no way relieves the Board of its obligation to comply with the pertinent local, state and federal laws and regulations and the rules and regulations of the Maryland State Board of Education and the Maryland State Department of Education.

V. Review

- A. This policy will be reviewed at the end of three years, or sooner, if approved by majority vote of the Board of Education in public session.

VI. Effective Date

Administration #1741

Adopted: 4/18/13

Revised: 5/12/16; 6/13/19; 7/14/22

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A. This policy is effective July 14, 2022.

Citations

State Law:

State Reg.:

Federal Law:

Adm. Reg.:

Neg. Agr.:

Other Citation:

Related Policy

1740 Regarding Ethics

Administration #1741

Adopted: 4/18/13

Revised: 5/12/16; 6/13/19; 7/14/22

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