

P4004 WHISTLEBLOWER

BOARD POLICY:

Employees who, in good faith, report or cooperate in any investigation of fraud, financial improprieties, violations of state or federal law, irregularities, conflicts of interest, or other unlawful or dangerous conduct (collectively, “Violations,” further defined below) shall not be subject to retaliation, harassment, discrimination, or any other adverse employment action.

ADMINISTRATIVE IMPLEMENTAL PROCEDURES

1. Definitions

- a. “Good faith” means that the information reported (i) is not exempt from disclosure under the Kansas Open Records Act, (ii) is not confidential or privileged under state or federal law, and (iii) is not being reported due to a corrupt motive rather than a good faith concern for a wrongful activity. Any report not made in good faith may result in disciplinary action, up to and including termination.
 - b. “Auditing Agency” means the legislative post auditor; any employee of the division of post audit; any firm performing audit services pursuant to a contract with the post auditor; any state agency or federal agency or authority performing auditing or other oversight activities under authority of any provision of law authorizing such activities; or the inspector general established under K.S.A. 75-7427, and amendments thereto.
2. Any harassment, intimidation, dismissal, demotion, transfer, re-assignment, suspension, reprimand, warning of possible dismissal, withholding of work, or any other adverse action against an employee who has reported a Violation in good faith will result in disciplinary action, up to and including termination.
3. Employees are encouraged to report Violations to their immediate supervisor or the Chief Human Resources Officer (CHRO). However, this policy shall not be construed to prohibit an employee from:
- a. discussing the operations of the District or other matters of public concern with any Board of Education member or any Auditing Agency, including matters relating to public health, safety and welfare; or
 - b. reporting a violation of state or federal law, municipal resolution or ordinance, or any rule or regulation to any person, agency or organization; or
 - c. disclosing malfeasance or misappropriation of District funds to any person, agency or organization.

4. This policy shall not be construed to authorize any employee to represent their personal opinions as the official position of the Board of Education or the District.

Administrative Responsibility: Human Resources

Latest Revision Date: January 2026

Previous Revision Date: July 2019 P4004