No. 4630
SECTION: PERSONNEL
TITLE: WHISTLEBLOWER POLICY

ADOPTED: 6/21/10
READOPTED: 1/29/14;11/15/16;5/18/21; 9/16/25
REVISED: 10/15/19

OXFORD AREA SCHOOL DISTRICT

Purpose

There are existing procedures in place to enable employees to raise grievances about their own
Employment, e.g. The Whistleblower Law. This policy is intended to cover concerns that fall outside the scope of individual grievances. The concern may be about something that:

- is unlawful
- is against the School's policies
- amounts to improper conduct
- seems likely to harm somebody or the environment or
- represents a cover-up of these sorts of issues

This policy applies to all employees.

Safeguards

The School Board recognizes that the decision to report a concern can be a difficult one to make, not least because of the fear of reprisals from those responsible for the malpractice. The school will not tolerate harassment or victimization and will take all possible measures to protect employees who raise concerns in good faith.

Confidentiality

The School will protect the identity of employees who raise concerns and do not want their name to be disclosed. It must be appreciated, however, that the investigation may reveal the source of the information, and statements made by the employees who raised the issue may be required as part of the evidence. The School encourages employees to put their name to allegations made. Concerns expressed anonymously are much less powerful, but they will be considered at the discretion of the school. In exercising this discretion, the factors to be taken
account of will include:

- The seriousness of the issue raised.
- The credibility of the concern; and
- The likelihood of confirming the allegation from attributable sources.
- Untrue allegations.

If an allegation is made in good faith, but is not confirmed by the investigation, no action will be taken against the employee. However, if employees make allegations that are malicious or vexatious, disciplinary action against them is likely. The earlier employees express their concern the easier it is to take action.