Whistleblower Reporting
Commitment to Integrity

The Ashe County Board of Education is committed to conducting all operations ethically, lawfully, and with accountability. The Board encourages employees, volunteers, contractors, vendors, and members of the public to report suspected fraud, waste, abuse, financial mismanagement, misuse of public resources, violations of law, violations of Board policy, or other unethical conduct.

Reporting Concerns
Individuals who have a good-faith belief that misconduct has occurred are encouraged to report their concerns as soon as possible. Reports may be made to:

- An immediate supervisor (when appropriate)
- The Superintendent
- The Chief Finance Officer
- The Board Chair, when the concern involves the Superintendent or senior administration.

Reports should include as much factual information as possible to assist in the review and investigation of the concern.

Confidentiality
Reports will be handled as confidentially as practicable, consistent with the need to conduct a thorough investigation and comply with applicable federal and North Carolina law, including public records requirements.

Protection Against Retaliation
The Ashe County Board of Education prohibits retaliation against any individual who, in good faith, reports suspected misconduct or participates in an investigation. Any employee found to have engaged in retaliatory conduct may be subject to disciplinary action, up to and including dismissal.

Individuals who knowingly submit false or malicious reports may also be subject to appropriate disciplinary or legal action.

Investigations
All reports will be reviewed promptly and investigated as appropriate. Corrective action will be taken when warranted based on the results of the investigation.

Applicable Laws and Policies
This reporting process is intended to support compliance with applicable federal and North Carolina laws, State Board of Education requirements, Board policies, and sound internal control practices, including those related to fraud prevention, ethics, and the responsible stewardship of public funds.