Learning Community Charter School District

Home

< Prev Next >

To Regulation

Search District Policies

District Policies TOC

District Policy

JLF Comments to

3381 and 4381 - PROTECTION AGAINST RETALIATION

8.19.26

Section: Support Staff Date
Created: March 2026 Date
Edited: March 2026

In order for the School to ensure compliance with policy, conflict of interest and legal mandates, it is imperative that staff timely report concerns. The Board will take no retaliatory action, by discharge, demotion, suspension, or any other adverse action, against an employee because that employee has conscientiously:

1. Disclosed or threatened to disclose to a supervisor or public body an activity, policy, or practice of this Board or any district officer that the employee reasonably believes to be in violation of law or rule;

2. Provided information to a public body conducting an investigation, hearing, or inquiry into any alleged violation of law by the Board or an officer of this district; or

3. Objected to or refused to participate in an activity, policy, or practice of this district that the employee reasonably believes to be in violation of law or rule, fraudulent, criminal, or incompatible with a clear mandate of public policy concerning the public health, safety, or welfare or protection of the environment.

An employee who has reason to believe that the Board or Board employee has engaged in an illegal activity or an activity contrary to public policy must report that belief in writing to the Head of School before notice is given to a supervisor or a public body. The Head of School shall promptly report the same to the Board, if appropriate, and institute an investigation of the reported activity.

If the subject matter of the report alleges wrongdoing by the Head of School, the report should be made to the Board Secretary, who shall consult with the Board Chairperson and counsel on the taking of responsive measures. If the subject matter of the report alleges wrongdoing by the Board of Trustees, the report should be made to the Board Secretary, who shall consult with the Board Chairperson and counsel on the taking of responsive measures.

The protection of law and this policy apply only to employees who have given notice in accordance with this policy and have afforded the Board a reasonable period of time to take any corrective action that may be required or have acted in circumstances that the employee believes in good faith constitute an emergency.

The Head of School shall post notice of this policy and inform employees of their rights under the New Jersey Conscientious Employee Protection Act.

N.J.S.A. 34:19-1

Adopted: 2/6/2026