

Whistleblower

When an employee in good faith has reasonable belief that the employer has violated any federal, state, or local law, rule, or regulation; has engaged in mismanagement, gross waste of funds, or abuse of authority; or created a substantial and specific danger to public health and safety by its actions, and that employee then discloses such information, it is an unlawful employment practice for an employer to:

1. Discharge, demote, transfer, reassign, or take disciplinary action against that employee or threaten any of the previous actions.
2. Withhold work or suspend that employee.
3. Discriminate or retaliate against that employee with regard to promotion, compensation, or other terms, conditions, or privileges of employment.
4. Direct that employee or to discourage that employee not to disclose or to give notice to the employer prior to making any disclosure.
5. Prohibit that employee from discussing, either specifically or generally, the activities of the state or any agency of or political subdivision in the state, or any person authorized to act on behalf of the state or any agency of or political subdivision in the state, with:
 - a. Any member of the Legislative assembly;
 - b. Any Legislative committee staff acting under the direction of any member of the Legislative assembly; or
 - c. Any member of the elected governing body of a political subdivision in the state or any elected auditor of a city, county or metropolitan service district.

The district will use the complaint process in administrative regulation KL-AR-Public Complaints Procedure to address any alleged violations of this policy. The district shall make available a written or electronic copy of this policy to each staff member.

END OF POLICY

Legal Reference(s):

[ORS 192.501 to -192.505](#)
[ORS 659A.199 to -659A.224](#)

[OAR 581-022-1720](#)

Anderson v. Central Point Sch. Dist., 746 F.2d 505 (9th Cir. 1984).
Connick v. Myers, 461 U.S. 138 (1983).