

Eugene School District 4J

Code: **GBMA**
Adopted: 6/14/16

Whistleblower

An employee may not be dismissed, demoted, suspended, discriminated or retaliated against with regard to promotion, compensation or other terms of employment for the reason that the employee has in good faith reported information that the employee believes is evidence of a violation of law.

No district employee shall be prohibited from discussing the activities of the district, or any person authorized to act on behalf of the district, with any member of the Legislative Assembly, legislative committee staff, or 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.

No employee shall be prohibited from disclosing any information that the employee reasonably believes is evidence of: (a) a violation of any federal, state or local law rule or regulation by the Eugene School District 4J; or (b) mismanagement, gross waste of funds or abuse of authority or substantial and specific danger to public health and safety resulting from its actions. No employee shall be disciplined, or threatened with disciplinary action, for the disclosure of such information.

No employee shall be required to give notice to the district prior to making a disclosure or engaging in discussion described in this policy, nor discouraged from such disclosure or discussion.

This policy does not authorize any employee to disclose exempt public records or information required to be confidential under the law, or to represent the employee's personal opinion as the opinion of the Eugene School District 4J.

Nothing in this policy precludes disciplinary action against an employee if the information disclosed by the employee is known by the employee to be false, if the employee discloses the information with reckless disregard for its truth or falsity, or if the information disclosed relates to the employee's own violations, mismanagement, gross waste of funds, abuse of authority or endangerment of the public health or safety.

The Human Resources Director or designee will address any alleged violations of this policy. Complaints this policy has been violated may also be made in writing to the Superintendent's office. The district shall deliver a copy of this policy to each employee.

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).