

**Employee Policy #327**  
**Employee Protection (Whistleblower) Policy**

**Purpose:**

It is the intent of the SusQ-Cyber Charter School (“Charter School”) to adhere to all laws and regulations that apply to the organization and the underlying purpose of this policy is to support the organization’s goal of legal compliance. The support of all employees is protected from retaliation only if the employee brings the alleged unlawful activity, policy, or practice to the attention of the Charter School and provides the Charter School with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to employees that comply with this requirement.

**Guidelines:**

- If any employee reasonably believes that some policy, practice, or activity of the Charter School is in violation of law, that employee must file a written complaint with the Chief Executive Officer or the President of the Board of Trustees.
- The Charter School will not retaliate against an employee who in good faith, has made a protest or raised a complaint against some practice of the Charter School, or of another individual or entity with whom the Charter School has a business relationship, on the basis of a reasonable belief that the practice is in violation of law, or a clear mandate of public policy.
- The Charter School will not retaliate against employees who disclose or threaten to disclose to a supervisor of a public body, any activity, policy, or practice of the Charter School that the employee reasonably believes is in violation of a law, or a rule, or regulation mandated pursuant to law or is in violation of a clear mandate of public policy concerning the health, safety, welfare, or protection of the environment.

**Delegation of Responsibility:**

The CEO has the responsibility to ensure all employees are informed of this policy and take whatever steps are needed to enforce it.

**Employee acknowledgement of receipt of policy.**

My signature below indicates my receipt and understanding of this policy. I also verify that I have been provided with an opportunity to ask questions about the policy.

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

TO THE EXTENT THAT ANYTHING IN THIS POLICY COULD BE CONSTRUED TO CONFLICT WITH APPLICABLE STATE AND/OR FEDERAL LAWS, THE APPLICABLE STATE AND/OR FEDERAL LAWS CONTROL. THIS POLICY IS NOT INTENDED TO CONFLICT WITH CHARTER REQUIREMENT.