

Reporting Improper Governmental Action (Whistleblower Protection)

The Board of Directors encourages the reporting of improper governmental actions by ESD Employees and will protect employees against retaliatory employment actions for reporting improper governmental actions when the reports are made in compliance with this policy and related procedure. The Board encourages employees to pursue all avenues of the ESD complaint process prior to reporting allegations of improper governmental conduct to other government agencies.

ESD employees are prohibited from taking retaliatory action against an employee because the employee has in good faith reported alleged improper governmental action in accordance with this policy.

The Superintendent is directed to establish procedures for receiving and acting on employee reports of improper governmental actions and responding to allegations of retaliation.

Legal References: *RCW Chapter 42.41 – Local Government Whistleblower Protection.*

Adoption Date: **2-22-94**

Revised Dates: **9-26-95; 1-1-17**

Renumbered: **330 to 5271 1-1-17**