

WHISTLEBLOWER PROTECTION – NON-CERTIFIED STAFF

"Whistleblower" Protection

The Board prohibits discrimination or retaliation against any school employee who does any of the following:

- A. Discloses or threatens to disclose to a supervisor or to a public body an activity, policy or practice of the Board that the employee reasonably believes is in violation of a law, or a rule or regulation established pursuant to law;
- B. Provides information to, or testifies before, any public body conducting an investigation, hearing or inquiry into any violation of law, or a rule or regulation established pursuant to law by the Board; or
- C. Objects to, or refuses to participate in any activity, policy or practice which the employee reasonably believes is in violation of law, rule or regulation; is fraudulent or criminal; or is incompatible with public health, safety or welfare or protection of the environment.

The Board shall ensure that notices are posted conspicuously in each school, informing employees that they are protected under the "Conscientious Employee Protection Act." Every employee shall receive written notice of the protections under this act, annually.

Legal References: N.J.S.A. 34:19-1 et seq. Conscientious Employee Protection Act

Cross References:

*2224	Nondiscrimination/affirmative action
*4211	Recruitment, selection and hiring
*4211.1	Non-discrimination/affirmative action
*4211.2	Sexual Harassment
*4212.8	Nepotism
*4247	Employee safety
*5145.4	Equal educational opportunity
*6121	Nondiscrimination/affirmative action

*Indicates policy is included in the Critical Policy Reference Manual.

Key Words

Whistleblower Protection, Whistleblowers

Approved: March 24, 2008

Revised: