



Board Policy No. 360
Whistleblowing Policy

SUBJECT CATEGORY: SECTION 300,
PERSONNEL

360: Whistleblowing Policy

360.1 It is the District's policy that Board Members should report violations of law, abuse of authority, fraud, economic waste, or gross misconduct, incompetence or inefficiency (collectively, "Illegal or Improper Activity") without fear of retaliation. The District requires Board Members to file complaints or reports about alleged Illegal or Improper Activity or retaliation with the Fire Chief. All such complaints shall include specific facts supporting any allegation so that they may be investigated pursuant to District procedures. Complaints may be made anonymously, but such anonymity may impede the District's ability to conduct a thorough investigation. If the Fire Chief is alleged to be involved in the complaint or report, then such complaint shall be filed with the President of the Board of Directors.

360.2 The District prohibits retaliation by employees and Board members, against any employee or Board member for making good faith complaints, reports or inquiries regarding Illegal or Improper Activity to the District or any law enforcement agency, or for participating in a review or investigation of any such complaints under this policy. This protection extends to those whose allegations of suspected violations are made in good faith, but prove to be mistaken. The District reserves the right to discipline (in the case of employees) or censure (in the case of Board members) persons who make bad faith, knowingly false, and/or frivolous or vexatious complaints or reports, or who otherwise abuse this policy.

Adopted: December 12, 2018

Clerk of the Board

Board President