

PERSONNEL

Reporting Improper Governmental Actions

The district encourages employees to report improper governmental action by any district officer or employee. Employees will be protected against retaliation for reporting improper governmental actions when the reports are made in compliance with this policy and related procedure. District officers and employees are prohibited from retaliating against an employee because the employee has in good faith reported alleged improper governmental action in accordance with this policy and related procedure.

The Superintendent will establish procedures for receiving and acting on employee reports of improper governmental actions and responding to allegations of retaliation. The procedures will include the names of district personnel and outside agencies to whom a report may be made.

Improper governmental action is defined as any action by a district officer or employee that:

- a) is undertaken in the performance of the officer or employee's official duties, whether or not the action is within the scope of the employee's position; and
- b) is in violation of any federal, state, or local law or rule, is an abuse of authority, is of substantial and specific danger to the public health or safety, or is a gross waste of public funds.

Legal References: RCW 42.41.010-
42.42.060

Local Government Whistleblower
Protection Act

Adoption Date: February 28, 2006