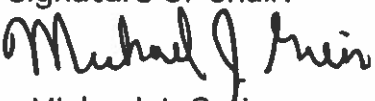


SCHOOL COMMITTEE POLICY NEEDHAM PUBLIC SCHOOLS		FILE	DIFA
Policy for: WHISTLEBLOWER PROTECTION			Revision 0
Date Approved by School Committee: May 20, 2014	Signature of Chair:  Michael J. Greis		Page 1 of 1

This whistle-blower policy is intended to encourage and enable employees to raise concerns about fraud, waste and abuse for investigation and appropriate action without fear of retaliation.

It is the policy of the Needham Public Schools to protect employees against retaliatory action for disclosing, threatening to disclose, providing information about, or objecting to any activity, practice or policy that the employee reasonably believes is in violation of law, rule, or regulation, or poses a risk to public health, safety, or the environment. Retaliatory action includes firing, suspension, demotion and/or any adverse employment action being taken as reprisal.

Moreover, any employee who retaliates against another employee who has reported a concern in good faith is subject to discipline up to and including dismissal from the position or termination of employment.

The Superintendent shall conspicuously display and/or disseminate notices designed to inform its employees of their protection and obligations under School Committee Policy #DIF, Fraud Prevention, and #DIFA, Whistleblower Protection. Such notices shall identify the person or persons designated to receive written notifications pursuant to these policies.

Reference

*M.G.L. c. 149, § 185*

*M.G.L c. 12A, § 14(c)*