

<h1>SEVEN GENERATIONS CHARTER SCHOOL</h1>	SECTION: EMPLOYEES
	TITLE: 364 – WHISTLE-BLOWER POLICY
	ADOPTED: September 1, 2009
	REVISED:

Policy	<p>This Whistleblower Policy is intended to encourage and enable employees and officers to raise serious concerns within the School. No officer or employee who in good faith reports a violation of the Code shall suffer harassment, retaliation or adverse employment consequence. An employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment.</p>
Delegation of Responsibility	<p>The Board of Trustees of Seven Generations Charter School authorizes the Chief Executive Officer (CEO) or his/her designee to enforce this policy</p>
Procedures	<p>Employees should share their concerns related to Code violations with school leadership. Violations or suspected violations of the Code may be submitted on a confidential basis by the complainant. Reports will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation. It is the responsibility of school leadership to investigate and resolve all reported complaints and allegations concerning violations of the Code, and at their discretion, shall advise the Board of Trustees.</p> <p>Anyone filing a complaint concerning a violation or suspected violation of the Code must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation of the Code. Any allegations that prove not to be substantiated and which prove to have been maliciously or knowingly to be false will be viewed as a serious disciplinary offense that will be subject to discipline up to and including termination of employment..</p>
References	<p><i>Code of Ethics and Conduct (“Code”):</i> <i>The Seven Generations Charter School (the “School”) requires its administrators and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees and representatives of the school, employees and officers are required to practice honesty and integrity in fulfilling their responsibilities and complying with all applicable laws and regulations.</i></p>