INTERNAL BOARD OPERATIONS: Office of Internal Audit

Anti-Retaliation

I. Policy Statement

The Board of Education of Baltimore County (Board) encourages its employees to support its mission by reporting fraud, waste, abuse or unlawful acts. The Board prohibits retaliation against any employee who makes a good faith report, or has participated in an investigation or proceeding, of fraud, waste, abuse or an unlawful act.

II. Standards

A. Board employees shall not intimidate or take retaliatory action against any Board employee, or a relative or child of the employee, who makes a report of fraud, waste, abuse or an unlawful act.

B. Board employees shall not knowingly or intentionally report unlawful activity or non-compliance that is false or made with malicious intent.

C. The department of human resources will review complaints of retaliation. Any attempted or actual retaliatory action covered under this policy may subject the violator to disciplinary action, up to and including termination.

III. Types of Reports Covered by this Policy

Protected behavior contemplated by this policy includes, but is not limited to:

A. Disclosing information about conduct that the reporter believes is in violation of law, Board policies or Superintendent Rules;

B. Providing information or testimony to, or filing a report, that initiates proceedings before a duly constituted investigatory body of the Board;

C. Disclosing information during an investigation of a good faith report;

D. Disclosing information during compliance reviews; and

E. Filing a legitimate complaint or incident report.
IV. Prohibited Acts

A. The types of retaliation that are prohibited include, but are not limited to:
   1. Intimidation, harassment and coercion;
   2. Adverse actions with respect to the reporter’s work assignments;
   3. Unlawful discrimination;
   4. Termination of employment;
   5. Adverse actions against a relative of the reporter who is a Board employee or Baltimore County Public Schools (BCPS) student;
   6. Unjustified negative evaluations;
   7. Unjustified negative references; and/or
   8. Threats of any of the above.

B. Employees who make a good faith report or who participate in an investigation of fraud, waste, abuse or an unlawful act are subject to the same standards of performance and conduct as other employees. An adverse personnel action against an employee whose conduct or performance warrants such action for reasons unrelated to a report of retaliation will not be deemed a violation of this policy.

VI. Reporting

An employee who has filed a report and/or has participated in an investigation concerning fraud, waste, abuse or an unlawful act, and who believes that he/she is the subject of retaliation, may submit a written or oral complaint to the office of equal employment opportunity.

VII. Violations

Employees who violate this policy shall be subject to disciplinary action, up to and including termination.

VIII. Implementation

The Board shall implement this policy.

Related policies: Board of Education Policy 4002, Obligations of Employees of the Board of Education of Baltimore County
Board of Education Ethics Code, Policy Sub Series 8360
Policy
Board of Education Policy 8400, *Office of Internal Audit*
Board of Education Policy 8410, *Reporting Fraud, Waste, Abuse of Unlawful Acts*

Policy
Adopted: 05/10/16

Board of Education of Baltimore County