

Whistle Blower Policy

Adopted: January 24, 2012

Revised: July 18, 2017

Reviewed October 28, 2014; October 27, 2020



1 Purpose

2 The purpose of this policy is to define how employees, contractors, and members of the Minnesota
3 Online High School (MNOHS) community are to respond and will be protected when they identify and
4 report unlawful behavior or practices.

5 Policy

6 If any employee reasonably believes that some policy, practice, or activity of Minnesota Online High
7 School - District 4150 is in violation of law, and wishes to file a complaint, that complaint must be
8 communicated by that employee with the Executive Director or the Board President. If the
9 complaint is not in writing it will be documented in writing by the Executive Director or the Board
10 President. At the request of the employee making the complaint, a copy will be provided to the
11 employee.

12
13 It is the intent of Minnesota Online High School - District 4150 to adhere to all laws and regulations
14 that apply to the organization and the underlying purpose of this policy is to support the
15 organization's goal of legal compliance. The support of all employees is necessary to achieving
16 compliance with various laws and regulations. An employee is protected from retaliation if
17 employee brings the alleged unlawful activity, policy, or practice to the attention of Minnesota
18 Online High School - District 4150 and provides Minnesota Online High School - District 4150 with
19 a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection
20 described below is available to employees who comply with this requirement.

21
22 Minnesota Online High School - District 4150 will not retaliate against an employee who, in good
23 faith, has made a protest or raised a complaint against some practice of Minnesota Online High
24 School - District 4150 or of another individual or entity with whom Minnesota Online High School -
25 District 4150 has a business relationship. "In good faith" means that the employee who has made
26 the protest or raised the complaint has done so based on a reasonable belief that the practice is in
27 violation of law, or a clear mandate of public policy.

28
29 Minnesota Online High School will not retaliate against employees who disclose or threaten to
30 disclose to a supervisor or a public body, any activity, policy, or practice of Minnesota Online High
31 School that the employee reasonably believes is in violation of a law, or a rule, or regulation
32 mandated pursuant to law or is in violation of a clear mandate of public policy.