

# ADMINISTRATIVE POLICIES OF THE MILWAUKEE PUBLIC SCHOOLS

## ADMINISTRATIVE POLICY 6.35 WHISTLEBLOWER PROTECTIONS

(1) The purpose of this policy is to support the Milwaukee Public School District's (MPS) goal of legal and ethical compliance. MPS encourages the members of the Milwaukee Board of School Directors, its employees, and its volunteers to share their questions, concerns, suggestions, or complaints with someone who can address them properly.

(2) It is the responsibility of all members of the Milwaukee Board of School Directors, employees, independent contractors, and volunteers to report legal, criminal, policy, or ethical violations.

(3) An MPS employee, volunteer, or independent contractor may not be retaliated against for disclosing information regarding:

- (a) a violation of any state or federal law or local ordinances;
- (b) a violation of the policies of the Milwaukee Board of School Directors or the district;
- (c) alleged mismanagement, criminal activity, or alleged abuse of authority within MPS;
- (d) alleged substantial waste of public funds; or
- (e) an alleged danger to public health or safety.

(4) An MPS employee may disclose the information to the President of the Milwaukee Board of School Directors, the management of the Office of Accountability and Efficiency, or the Superintendent. If the reporting individual is uncomfortable speaking with, or is not satisfied with the response of, the foregoing individuals, the information may be reported to the Director of the Office of Board Governance. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the parameters of adequate investigation.

(5) No Board member, employee, or volunteer who makes a good-faith report under this policy (or who cooperates in inquiries or investigations) shall suffer harassment, retaliation, or adverse employment consequences.

(6) Any employee or volunteer who retaliates against an individual who has, in good faith, made a report under this policy is subject to discipline up to and including termination, in accordance with applicable labor agreements, employment laws, and district policy.

(7) To be protected by this policy, individuals who report violations or suspected violations must be acting in good faith based on reasonable belief that the reported information represents a valid policy, ethical, or legal violation. Unsubstantiated allegations or reports that prove to have been made falsely or maliciously will be viewed as serious disciplinary offenses.

(8) This policy will be provided to all Board members, employees, and volunteers, and included in new employee orientation, as well as in ongoing training programs for employees and volunteers. This policy will also be posted on both the District's main website and on the MPS Office of Accountability and Efficiency's website.

**History:** Adopted 12-16-10; revised 02-23-17

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