



Oshki Ogimaag School #4195

Policy: #450 Whistleblower

Adopted: 4-19-2023

Reviewed:

Last Revised:

450 WHISTLEBLOWER

- I. **PURPOSE:** The Whistleblower policy is intended to create an ethical and open work environment and to ensure that Oshki Ogimaag Charter School OOCS has a governance and accountability structure that supports its mission. It is also intended to encourage and enable the OOCS's board of directors, officers, employees and volunteers to raise serious concerns about the occurrence of illegal or unethical actions within the school before turning to outside parties for a resolution.

- II. **GENERAL STATEMENT OF POLICY:** If any stakeholder reasonably believes that some policy, practice or activity of the OOCS is in violation of the law, a written complaint must be filed by that stakeholder with the school's Executive Director or a school board representative.

It is the intent of OOCS to adhere to all laws and regulations that apply to OOCS. The support of stakeholders is necessary in achieving compliance with various laws and regulations. An employee is protected in retaliation only if the employee brings the alleged unlawful activity, policy or practice to the attention of the OOCS and provides the school with reasonable opportunity to investigate and correct the alleged unlawful activity. These protections are only available to employees that comply with this requirement.

Legal References: Minn. Stat. 181.932