

Reviewed: 09/16/2024

450 WHISTLEBLOWER

I. PURPOSE:

The Whistleblower policy is intended to create an ethical and open work environment and to ensure that Crosslake Community School has a governance and accountability structure that supports its mission. It is also intended to encourage and enable the CCS's board of directors, officers, employees and volunteers of CCS to raise serious concerns about the occurrence of illegal or unethical actions with 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 CCS is in violation of the law including unethical or fraudulent actions of a charter where they work or volunteer, a written complaint must be filed by that stakeholder with the school's Director or a school board representative.

It is the intent of CCS to adhere to all laws and regulations that apply to CCS. The support of all stakeholders is necessary in achieving compliance with various laws and regulations. An employee is protected from retaliation only if the employee brings the alleged unlawful activity, policy, or practice to the attention of the CCS and provides the school with a 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

Contact Reference: *Annual Charter School Assurances*

Policy 450 Whistleblower is also found in the Staff Handbook

Policy 450 Whistleblower is a requirement of Osprey Wilds and the Minnesota Department of Education's Annual Charter School Assurances with submission by October 31 of each year.