

HASTINGS PUBLIC SCHOOLS

WHISTLEBLOWER POLICY

General

The Hastings Public Schools Foundation requires all employees to observe the highest standards of business and personal ethics in the conduct of their duties and responsibilities. As representatives of the Foundation, staff are to demonstrate high integrity, establish relationships based on trust, and persist in fulfilling his or her responsibilities and complying with all applicable laws and regulations.

The Foundation further encourages volunteers (including members of the Board of Directors) to hold staff and, to the degree appropriate, themselves accountable to such standards when engaged in Foundation activities.

Reporting Responsibility

It is the responsibility of each staff member, Board member, and volunteer to comply with the law or policy and to report violations or suspected violations in accordance with this Whistleblower Policy.

No Retaliation

No employee, who in good faith reports a violation, shall suffer harassment or retaliation, nor will he or she suffer an adverse employment consequence. No Board member or volunteer, who in good faith reports a violation, shall suffer harassment or retaliation. An employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment. This Whistleblower Policy is intended to encourage and enable employees and others to raise serious concerns within the Foundation prior to seeking resolution outside the Foundation.

Reporting Violations

In most cases, the Executive Director is in the best position to address a concern involving the violation of the law or policy. However, if an employee or a volunteer is not comfortable speaking with the Executive Director, or is not satisfied with the Executive Director's response, the employee or volunteer is encouraged to speak with the Chair of the Board of Directors or the Superintendent of Schools. If the concern directly involves the Executive Director, the concerned employee or volunteer should also contact the Foundation's Board Chair or the Superintendent.

Adopted: 8/10/2022