



# BOARD OF DIRECTORS WHISTLEBLOWER POLICY

Approved by the Board of Directors June 7, 2019

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## I. **Background and Purpose**

- A. To ensure that issues that may arise during the everyday work of the SSCCC are able reported in a way that protects both the wellbeing of the individual who reported the issues and the organization; the board members of the Student Senate for California Community Colleges shall establish a policy in order to protect said rights.

## II. **Protections for Whistleblowers**

- A. If any board member or employee reasonably believes that some policy, practice, or activity of the Student Senate for California Community Colleges (SSCCC) is in violation of law or policy, that employee may file a written complaint with the Executive Director or President; if the ED or President is implicated in the complaint, report, or inquiry, this complaint should be directed to the Executive Vice President of the Board of Directors, if all three are implicated refer to the Attorney General Hotline below.
- B. The office of the California Attorney General maintains a whistleblower hotline - 1.800.952.5225 - to receive calls from persons who have information regarding possible violations of state or federal statutes, rules, or regulations, or violations of fiduciary responsibility by a 501(c)3.
- C. It is the intent of SSCCC to adhere to all laws and regulations that apply to the organization, and the purpose of this Policy is to support the organization's goal of legal compliance. The support of all employees is necessary to 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 SSCCC and provides SSCCC with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to employees that comply with this requirement.
- D. SSCCC will not retaliate against an employee who, in good faith, has made a protest or raised a complaint against some practice of SSCCC, or of another individual or entity with whom SSCCC had a business

relationship, on the basis of a reasonable belief that the practice is in violation of law or a clear mandate of public policy.

- E. SSCCC will not retaliate against an employee who discloses or threatens to disclose to a supervisor or a public body any activity, policy, or practice of SSCCC that the employee reasonably believes is in violation of a law, or a rule, or regulation mandated pursuant to law or is in violation of a clear mandate or public policy concerning health, safety, welfare, or protection of the environment.

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