

	<p>ANTI-RETALIATION</p>	<p>Policy No. 5245 November 1, 2017 Page 1 of 1</p>
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I. ANTI-RETALIATION

It is the policy of the Seattle School Board that employees be protected from retaliation for reporting, in good faith, violations or suspected violations of District policies or procedures or for engaging in protected activities. Protected activities shall be defined in a Superintendent Procedure, but will include, at a minimum, the filing of a complaint; referring a matter for investigation; participating in an investigation; participating in a hearing or trial; requesting union representation; filing a grievance; or advocating for legal rights on behalf of a student, family, or other employee.

Retaliation for reporting violations of federal, state, or local laws is governed by Board Policy No. 5250 (Reporting Improper Governmental Action and Protecting Whistleblowers Against Retaliation). Retaliation for reporting unlawful discrimination or sex harassment is governed by Board Policy No. 5010 (Non-Discrimination and Affirmative Action).

II. COMPLIANCE OFFICER

The Superintendent shall appoint a compliance officer as the primary District contact to receive copies of all formal and informal complaints and ensure policy implementation. The name and contact information for the compliance officer will be communicated throughout the District.

Adopted: November 2017

Revised:

Cross Reference:

Related Superintendent Procedure: 5245SP

Previous Policies: C11.00, D51.00

Legal References: Section 504 of the Rehabilitation Act of 1973; Title VI of the Civil Rights Act of 1964; Title II of the American Disabilities Act of 1990

Management Resources: