



Book	Employee Handbook
Section	Section 3
Title	WHISTLEBLOWER PROTECTION
Number	315.0
Status	Active
Adopted	September 20, 2017

**OVERVIEW:** A whistleblower as defined by this policy is an employee of Accomack County, who reports an activity that he/she considers to be illegal, inappropriate or dishonest to one or more of the parties specified in this Policy. Once reported, the whistleblower is not responsible for any further action, other than cooperation during the investigation. Investigating the activity and/or determining fault or corrective measures are the responsibility of the appropriate management officials.

**SCOPE:** This policy applies to all employees, full time, part time or limited-term.

#### PROVISIONS:

- A. **Intent:** If an employee has knowledge of or a concern of illegal, inappropriate or dishonest fraudulent activity, the employee is to contact his/her immediate supervisor or the Human Resources Director. The employee is expected to exercise sound judgment to avoid baseless allegations. An employee who intentionally files a false report or wrongdoing could be subject to discipline up to an including termination.
- B. **Types of Protection:** Whistleblower protections are provided in two important areas—confidentiality and against retaliation. Insofar as possible, the confidentiality of the whistleblower will be maintained. However, identity may have to be disclosed to conduct a thorough investigation, to comply with the law and to provide accused individuals their legal rights of defense. The County will not retaliate against a whistleblower. This includes, but is not limited to, protection from retaliation in the form of an adverse employment action such as termination, compensation decreases, or poor work assignments and threats of physical harm. Any whistleblower who believes he/she is being retaliated against should contact the Human Resources Director Immediately.
- C. **Immunity:** The rights of a whistleblower for protection against retaliation do not include immunity for any personal wrongdoing that is alleged and investigated.

All reports of illegal, inappropriate or dishonest activities will be promptly submitted to Human Resources who is responsible for conducting the investigation and coordinating with the County Administrator any recommended corrective action.

Employees with any questions regarding the policy should contact the Director of Human Resources or the County's Fraud, Waste and Abuse Hotline.