



Making something amazing.

Adopted: 4-7-19

432 WHISTLEBLOWER PROTECTIONS

I. PURPOSE

The purpose of this policy is to provide employees with a general description of whistleblower protections.

II. GENERAL STATEMENT OF POLICY

- A. A whistleblower as defined by this policy is an employee of The Studio School who reports an activity that he/she considers to be violation of federal or state law or rule adopted pursuant to law. The whistleblower is not responsible for investigating the activity or for determining fault or corrective measures; appropriate management officials are charged with these responsibilities.

- B. 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 Studio School shall not discharge, discipline, threaten, otherwise discriminate against or penalize an employee regarding the employee's compensation, terms, conditions, location or privileges of employment because of a report.