

Whistleblower Protection

3600

If any employee of the Foothill-De Anza Community College District (FHDA) reasonably believes that a policy, practice, or activity of FHDA is in violation of law, a complaint may be filed by that employee with his/her immediate supervisor. Alternatively, a complaint may be filed with a member of the Board of Trustees, Chancellor, College President, Vice Chancellor of Business Services or Vice Chancellor of Human Resources, hereinafter, known as Official Agents. Such complaints may also be filed with the Chancellor of the California Community College system. We encourage employees to bring issues to the attention of their supervisor or an Official Agent to allow the District a reasonable opportunity to resolve concerns internally whenever possible.

Neither Foothill College, De Anza College, nor the Foothill-De Anza Community College District will retaliate against an employee, who, in good faith, has made, or threatens to make, a legally protected disclosure to a supervisor or a public body regarding some unlawful activity, policy or practice of the college or district, or of another individual or entity with whom FHDA has a business relationship, on the basis of a reasonable belief that the practice is in violation of state or federal statute, or a violation or noncompliance with a state or federal rule or regulation.

An employee is protected by law from retaliation for reporting or threatening to report an alleged unlawful activity, policy, or practice to his/her immediate supervisor, an Official Agent or the State Chancellor's office.

Reference Labor Code 1102-1106
Education code 87160-87164
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Board of Trustees 1st Reading 5/3/10
Approved 6/7/10