



Policy:

The Governing Board believes that the personal life of an employee is not an appropriate concern of the school, except as it may directly prevent the employee from performing his/her duties or responsibilities.

An employee's religious or political activities, or the lack thereof, shall not be grounds for any discrimination or disciplinary action by the school, provided these activities do not violate Board policy, administrative regulations or local, state or federal laws.

Teachers shall have the right to refuse to submit to any evaluation or survey conducted by the school concerning personal values, attitudes and beliefs; sexual orientation; political affiliations or opinions; critical appraisals of other individuals with whom the teacher has a family relationship; or religious affiliations or beliefs.

Whistleblower Protection

All employees shall have the right to disclose improper governmental activities to a Board member, a school administrator, a member of the County Board of Education, County Director of Schools, or the Director of Public Instruction. An improper governmental activity is an activity by the school or a school employee that violates state or federal law, is economically wasteful, or involves gross misconduct, incompetency or inefficiency.

No employee shall use or attempt to use his/her official authority or influence to intimidate, threaten, coerce or command another employee for the purpose of interfering with that employee's right to disclose improper governmental activity.

An employee who has disclosed improper governmental activity and believes that he/she has subsequently been subjected to acts or attempted acts of reprisal shall file a written complaint in accordance with the school's complaint procedures. After filing a complaint with the school, he/she may also file a copy of the complaint with local law enforcement.

Rights in Legal Proceedings

Any employee has the right, if contacted by an attorney or the representative of a law firm not employed by the school about any claim, complaint, lawsuit or other legal proceeding against the school, to:

1. Speak to the attorney or the representative without fear of punishment in retaliation for such communication
2. Contact his/her supervisor before answering questions or responding in any way



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3. Refuse to speak to the attorney or representative
4. Notify the school that the attorney or representative has requested an interview
5. Consult with his/her own attorney or an attorney employed by the school or bargaining unit
6. Be represented at any interview either by his/her own attorney or an attorney employed by the school

First Reading: 6/13/12

Second Reading:

Adopted: 6/13/12