

16. PERSONNEL PROTECTION AGAINST RETRIBUTION AND RETALIATION

No employee shall retaliate or seek retribution against another for:

1. Refusing to act in violation of an established and well-defined public policy or for performing an act consistent with a clear and compelling public policy;
2. Reporting a violation of the Constitution or laws of the United States, the Constitution or laws of the State of Oklahoma, and reporting violations of the ordinances of the City of Oklahoma City;
3. Reporting violations of governance board policy(ies) or regulation(s);
4. Reporting intentional misuse or destruction of the assets of this district;
5. Reporting inappropriate conduct of any employee toward students, patrons, or employees of this district;
6. Reporting information without giving prior notice to the employee's supervisor or anyone else in the employee's chain of command.

This policy shall not be construed to protect any employee from appropriate disciplinary action who is otherwise engaged in misconduct or is unwilling to perform his/her duties. It should also not be construed to protect employees who report information they know or reasonably suspect to be false or information which is confidential pursuant to law. This provision is not meant or intended to prevent anyone from being a whistleblower.