County of Yolo
Administrative Policies and Procedures Manual

TITLE: WHISTLEBLOWER PROTECTION	DEPARTMENT: HUMAN RESOURCES
TYPE: **POLICY**	DATE: August 4, 2009

A. <u>PURPOSE</u>

The purpose of this policy is to provide protection against retaliation for those employees who in good faith file a complaint alleging improper government activity. Such policy shall be in concert with and in addition to protections provided by the State of California.

B. <u>POLICY STATEMENT</u>

It shall be the policy of the Board of Supervisors of the County of Yolo (hereinafter referred to as the Board) to provide a mechanism for its employees to report waste, fraud, abuse of authority, violation of law, or threat to public health without fear of retribution. The Board recognizes that it has a paramount interest in protecting the integrity of the County's governmental entities and departments. To further this interest, the Board encourages County employees and agents to disclose possible violations of laws, rules and regulations governing the conduct of County officers and employees. The Board assures that officers and employees participating in such reporting shall be protected from threats, harassment, retaliation, or any adverse employment action as a result of reporting improper government activity, participating in an investigation of improper government activity, or testifying as a result of an investigative finding of improper government activity.

C. <u>APPLICATION</u>

The application of this policy shall be accomplished by the establishment of a procedure for the reporting and investigation of suspected improper activity on the part of County officers and employees. Such procedure shall include at a minimum provisions for 1) notifying competent authority of suspected improper activity by a County employee or officer, 2) notifying competent authority of any alleged act of retaliation for having made a report of improper activity, 3) investigating claims of retaliation, and 4) responding to proven incidents of retaliation.