DEKALB COUNTY GOVERNMENT
WHISTLEBLOWER PROTECTION POLICY

Reviewed For Updates March 1, 2017

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WHISTLEBLOWER PROTECTION POLICY

1.1.0 **A. Intent**. To protect those individuals who expose instances where they genuinely believe that public funds are being used in a manner which reflects gross mismanagement, substantial and specific danger to public health or safety, abuse of authority, or in violation of laws, rules, or regulations.

■ *(Adopted 05/21/2014)*

1.2.0 **B. Application.** This Whistleblower Protection Policy applies to all individuals under the authority of the DeKalb County Board, including staff, whether full-time, part-time, or temporary employees, to all volunteers, to all who provide contract services, and to all officers and officials, each of whom shall be entitled to protection.

■ *(Adopted 05/21/2014)*

1.3.0 **C. Reporting Credible Information**. A protected person shall be encouraged to report information relating to illegal practices or violations of policies of DeKalb County Government (a "Violation") that such person in good faith has reasonable cause to believe is credible. Information shall be reported to the DeKalb County Administrator (the "Compliance Officer"), unless the report relates to the Compliance Officer, in which case the report shall be made to the DeKalb County State's Attorney. Reporting may also be made directly to the appropriate Federal or State agency.

■ *(Adopted 05/21/2014)*

1.4.0 **D. Good Faith**. Anyone reporting a Violation must act in good faith, and have reasonable grounds for believing that the information shared in the report indicates that a Violation has occurred.

■ *(Adopted 05/21/2014)*

1.5.0 **E. Investigating Information**. The Compliance Officer shall promptly investigate each such report and prepare a written report of such investigation. In connection with such investigation, all persons entitled to protection shall provide the Compliance Officer with credible information. All actions of the Compliance Officer in receiving and investigating the report, and additional information, shall endeavor to protect the confidentiality of all persons entitled to protection.

■ *(Adopted 05/21/2014)*

1.6.0 **F. Confidentiality**. DeKalb County encourages anyone reporting a Violation to identify himself or herself when making a report in order to facilitate the investigation of the Violation. However, reports may be submitted anonymously in writing to the Compliance Officer. Reports of Violations or suspected Violations will be kept confidential to the extent possible, with the understanding that confidentiality may not be maintained where identification is required by law or in order to enable DeKalb County or law enforcement to conduct an adequate investigation.

■ *(Adopted 05/21/2014)*

2.1.0 **G. Protection from Retaliation.** No person entitled to protection shall be subjected to retaliation, intimidation, harassment, or other adverse action for reporting information in accordance with this Policy. Any person entitled to protection who believes that he or she is the subject of any form of retaliation for such participation should immediately report the same as a violation of and in accordance with this Policy.

■ *(Adopted 05/21/2014)*

2.2.0 **H. Discipline for Retaliation**. Any individual associated with DeKalb County Government who retaliates against another individual who has reported a Violation in good faith or who, in good faith, has cooperated in the investigation of a Violation, is subject to discipline, including termination of employment or volunteer status.

■ *(Adopted 05/21/2014)*

2.3.0 **I. Dissemination and Implementation of Policy**. This Policy shall be disseminated to all affected persons in accordance with current protocol. The development and monitoring of Administrative Procedures for implementation of this Policy is the responsibility of the County Administrator.

■ *(Adopted 05/21/2014)*

2.4.0 **J. Communication of Status**. The Compliance Officer shall keep the complainant informed of the status of the complaint, subject to any privacy or confidentiality limitations, throughout the process of the investigation and resolution of the complaint.

■ *(Adopted 05/21/2014)*