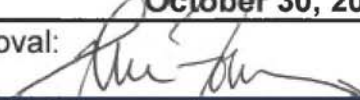




Human Resources Policies and Procedures

Policy Title: Whistleblowers' Protection Act	Policy Number: 2.7
Effective: March 5, 2020	
Supersedes previous version of policy effective dated October 30, 2005	
Approval: 	Page 1 of 2

1.0 Scope

- | | |
|--|---|
| <input checked="" type="checkbox"/> Full-time | <input checked="" type="checkbox"/> Union |
| <input checked="" type="checkbox"/> Part-time | <input checked="" type="checkbox"/> Independent Contractors |
| <input checked="" type="checkbox"/> Temporary/Contract | <input type="checkbox"/> Visitors, Vendors, Volunteers |
| <input checked="" type="checkbox"/> Non-Union | <input type="checkbox"/> Board and Commission Members |

Employees who are covered under the provisions of a collective bargaining agreement will follow the standards as contained in their respective contracts if this policy conflicts with the language in the contract.

2.0 Policy

- 2.1** The City of Ann Arbor encourages the good faith reporting of violations or suspected violations of state, local or federal law arising out of City business, and encourages the participation of its employees in related hearings, investigations, legislative inquiries and court actions.
- 2.2** The City will not take adverse employment action against any employee in retaliation for the good faith reporting of violations of law, or for the participation in related hearings and investigations.

DISCLAIMER

The information contained in this Human Resources Policies and Procedures Manual supersedes all previous Human Resources rules, policies and administrative regulations. The manual is not legally binding and does not create a contract of employment, either express or implied. The City retains the right to modify, suspend, interpret or cancel any provision at any time, at the City's complete and sole discretion without prior notice.

3.0 Purpose

The Whistleblowers' Protection Act allows and encourages the reporting of violations of law by employers and employees. The Act prohibits an employer from retaliating against an employee for reporting such violations. This policy is designed to provide the City of Ann Arbor employees with a framework for compliance with the Whistleblowers' Protection Act

4.0 Responsibility

The implementation, administration and management of this policy shall be the responsibility of Human Resources Services and Management.

5.0 Definition

Whistleblowing means disclosing information that you reasonably believe is evidence of a violation of any law, rule, or regulation, or gross mismanagement, a gross waste of funds, an abuse of authority or a substantial and specific danger to public health or safety.

6.0 Procedures

- 6.1** Reports of violations or suspected violations, whether written or verbal, should be made to a public body, which includes a law enforcement agency or state or local administrative body, but does not include the media.
- 6.2** All inquiries related to the Whistleblowers' Protection Act should be directed to the City Attorney's Office.
- 6.3** The Act does not protect employees from disciplinary action if they make a report to a public body that is knowingly false.

7.0 Retaliation Prohibited

Retaliation, whether actual or threatened, against any complainant or witness, or anyone assisting in an investigation of a whistleblower complaint, is expressly prohibited by this policy and may result in discipline up to and including termination of employment. An act of retaliation will be treated as a separate and distinct incident regardless of the outcome of the whistleblower complaint.

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