

**ARKANSAS SCHOOL FOR THE DEAF**

<u>Policy Type</u>	<u>Subject of Policy</u>	<u>Policy Number</u>
Administrative	“Whistle-Blower” Act Protection Policy	1018

- I. POLICY STATEMENT:** It shall be the purpose of the Arkansas School for the Deaf (ASD) “Whistle-Blower” Act Protection Policy 1018 be established according to Act 1523 of 1999 and as governed by A.C.A. annotated 21-1-601 et seq.

The ASD “Whistle-Blower” Act Protection Policy 1018 and the procedures established by this policy will be administered objectively without regard to race, color, sex, age, religion, national origin, disability, veterans’ status or political affiliation

**II. INITIATING DEPARTMENT:**

Arkansas School for the Deaf  
Personnel Office  
2400 West Markham  
P.O. Box 3811  
Little Rock, AR 72203

Telephone: (501) 603-3528 (V/TTY)

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### I. **PURPOSE**

ASD Policy 1018, "Whistle-Blower" Act Protection, establishes protections and remedies for employees who "blow the whistle" on waste or violations that the employee has observed or has evidence of while employed at ASD.

### II. **SCOPE**

The "Whistle-Blower" Act Protection Policy 1018 shall apply to **all** employees of ASD.

### III. **FEATURES**

The significant features of the Policy as it relates to ASD as amended in accordance with Act 601 of 2003 are:

1. Neither the agency nor any other state agency may take adverse action against any ASD employee because he or she communicates in good faith the existence of waste of public funds, property, or manpower, including federal funds, property or manpower administered or controlled by a public employer, or a violation or suspected violation of State laws, rules, or regulations adopted under the law of this state or a political subdivision of the state to an appropriate authority.
2. Adverse action may not be taken against any employee because he or she gives such information in an investigation, hearing, court proceeding, etc.
3. Adverse action may not be taken against any employee who refuses to carry out a directive that he or she reasonably believes violates a State law, rule, or regulation.

It is important to note that the Policy does not protect an employee from adverse action taken due to employee misconduct, poor job performance, or any communication made pursuant to the "Whistle-Blower" protections. In the event of a dispute between the Agency and an ASD employee that involves an adverse action taken against the employee, the parties may voluntarily participate in mediation administered by the Department of Finance and Administration Office of Personnel Management to resolve the dispute. The contact point for this process is the Personnel Office, which will process complaints towards such mediation.

Employee who allege that they have suffered damages due to violations of "Whistle-Blower" protections may be entitled to appropriate injunctive relief or the award of actual damages through civil court action.

The Policy in full can be found on the Internet at <http://www.state.ar.us/dfa/opm/sec185.html>.

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APPROVED BY:

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Superintendent, Arkansas School for the Deaf

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Date

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Chairman, Arkansas School for the Deaf School Board

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Date