

WEST SLOPE WATER DISTRICT

RESOLUTION NO. 08-2016

A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE WEST SLOPE WATER DISTRICT TO ADOPT A DISTRICT POLICY FOR EMPLOYEE WHISTLEBLOWER PROTECTION

WHEREAS, It is part of the West Slope Water District's ("District") Strategic Plan to operate the District with integrity and transparency to the public and to its staff and Board of Commissioners and operate the District in compliance with all federal, state, and local laws, regulations, and rules; and,

WHEREAS, An Employee of the District has the full right to report illegal, dishonest, or fraudulent activities related to District operation or governance without fear or threats or retaliation;

THEREFORE, BE IT RESOLVED

The following elements are adopted as District policy in compliance with the State of Oregon for employee whistleblower protection:

Purpose

To provide a clear reporting procedure should a District employee become aware of improper government action in accordance with Oregon Revised Statute 659A.200 to 659A.224.


1. The District encourages any employee with knowledge, concern or evidence of an illegal, dishonest or fraudulent District activity to report it to the General Manager and the Chair of the Board of Commissioners. If the employee believes the activity involves the General Manager or the Chair of the Board of Commissioners, the employee should report the activity to the District's legal counsel. The employee may report the activity to a chief executive officer of another district, a state or federal regulatory agency, a federal, state or local law enforcement authority or another attorney licensed to practice law in the State of Oregon if a confidential communication is made in connection with the alleged violation. The District's legal counsel may report violations of to the Attorney General subject to rules of professional conduct. All such issues will be investigated in a timely manner to determine fault and institute any appropriate corrective measures. Examples of illegal, dishonest or fraudulent activities are violations of federal, state, or local laws; billing for services not performed or for goods not delivered; and other fraudulent financial reporting. For any employee wishing more information, further details can be obtained from the District.
2. The employee must exercise sound judgment to avoid baseless allegations. Any employee who intentionally files a false report of wrongdoing may be subject to corrective action up to and including immediate termination.

3. Whistleblower protections are provided to maintain confidentiality and to prevent retaliation. While identity may have to be disclosed to conduct a thorough investigation, to comply with the law, and to provide the accused individuals their due course, the privacy of the employee making the report of illegal activity will be protected as much as possible. The District will not retaliate against an employee whistleblower. This includes, but is not limited to, protection from retaliation in the form of an adverse employment action such as termination, compensation decreases, or poor work assignments and threats of physical harm. Any whistleblower who believes he/she is being retaliated against must immediately contact the officials in Paragraph 1 to whom the employee initially reported the activity. The right of a whistleblower for protection against retaliation does not include immunity for any personal wrongdoing that is alleged and investigated.

4. All reports of illegal, dishonest and fraudulent activities will be promptly submitted to the District's designee (General Manager, Board of Commissioners Chair, and/or the District's legal counsel) who will be responsible for investigating and coordinating corrective action.

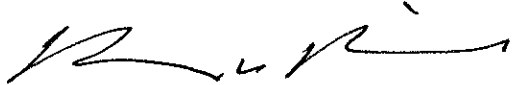
INTRODUCED AND ADOPTED THIS 21st DAY OF DECEMBER, 2016

WEST SLOPE WATER DISTRICT

By 

Noel Reiersen, Chair

ATTEST:

By 

Robert Rieck, Treasurer