**Timpanogos Academy Whistleblower Policy**

**Policy # TA5136**

**Reviewed: 7-12-2018**

If any employee reasonably believes that some policy, practice, or activity of Timpanogos Academy is in violation of law, a written complaint must be filed by that employee with the Chief Administrative Officer

It is the intent of Timpanogos Academy to adhere to all laws and regulations that apply to the organization and the underlying purpose of this policy is to support the organization's goal of legal compliance. The support of all employees is necessary to achieving compliance with various laws and regulations. Ari employee is protected from retaliation only if the employee brings the alleged unlawful activity, policy, or practice to the attention of the principal and Chief

Administrative Officer of Timpanogos Academy and provides the Timpanogos Academy School Board with a reasonable opportunity to investigate and correct the alleged unlawful activity.

The protection described below is only available to employees that comply with this requirement. Timpanogos Academy will not retaliate against an employee who in good faith, has made a complaint against some practice of Timpanogos Academy, or of another individual or entity with whom Timpanogos Academy has a business relationship, on the basis of a reasonable belief that the practice is in violation of law, or a clear mandate of public policy.

Timpanogos Academy will not retaliate against employees who disclose or threaten to disclose to a supervisor or a public body, any activity, policy, or practice of Timpanogos Academy that the employee reasonably believes is in violation of a law, or a rule, or regulation mandated pursuant to law or is in violation of a clear mandate of public policy concerning the health, safety, welfare, or protection of the environment.