



BULTUM ACADEMY WHISTLEBLOWER

Adopted 06/17/2022

I. Purpose

The purpose of this policy is to provide employees with a general description of whistleblower protections.

II. Policy Statement

1. A whistleblower as defined by this policy is an employee of Bultum Academy who reports an activity that he/she considers to be violation of federal or state law or rule or school policy adopted pursuant to law. The whistleblower is not responsible for investigating the activity or for determining fault or corrective measures; appropriate management officials are charged with these responsibilities.

2. Whistleblower protections are provided in two important areas -- confidentiality and against retaliation. Insofar as possible, the confidentiality of the whistleblower will be maintained. However, identity may have to be disclosed to conduct a thorough investigation, to comply with the law and to provide accused individuals their legal rights of defense. Bultum Academy shall not discharge, discipline, threaten, otherwise discriminate against, penalize or retaliate against an employee regarding the employee's compensation, terms, conditions, location or privileges of employment because an employee made a report of a violation of federal or state law or rule or school policy.

Legal Reference: Minn. Stat. §124E (Charter School Law)