

# World Learner School



*Policy:* **612 DISCLOSURES OF INFORMATION BY EMPLOYEES' POLICY**

*Effective:* 11.28.11

*Revised:* 6.25.18, 3.23.21

## *I. Purpose:*

World Learner School strives to provide an environment for employees free from discrimination, intimidation and harassment. World Learner School highly values employees for their contributions to the mission of the school.

## *II. General Statement of Policy:*

World Learner School shall not discharge, discipline, threaten, otherwise discriminate against, or penalize an employee because a good faith effort to abide by state or federal law including reporting of unlawful actions or participating in investigations of unlawful actions. In addition, World Learner School shall not disclose the identity of any employee making a report to a governmental body or law enforcement official.

### *Points of Policy:*

1. Retaliation against an employee is prohibited based on the following points:

(1) the employee, or a person acting on behalf of an employee, in good faith, reports a violation or suspected violation of any federal or state law or rule adopted pursuant to law to an employer or to any governmental body or law enforcement official;

(2) the employee is requested by a public body or office to participate in an investigation, hearing, inquiry;

(3) the employee refuses an employer's order to perform an action that the employee has an objective basis in fact to believe violates any state or federal law or rule or regulation adopted pursuant to law, and the employee informs the employer that the order is being refused for that reason.

2. The disclosures protected pursuant to this policy do not authorize the disclosure of data otherwise protected by law.

3. The identity of any employee making a report to a governmental body or law enforcement official under is private data on individuals. The identity of an employee providing information is private data on individuals if:

(1) the employee would not have provided the information without an assurance that the employee's identity would remain private, because of a concern that the employer would commit an action prohibited or that the employee would be subject to some other form of retaliation; or

(2) the state agency, statewide system, or political subdivision reasonably believes that the employee would not have provided the data because of that concern.

4. If the disclosure is necessary for prosecution, the identity of the employee may be disclosed but the employee shall be informed prior to the disclosure.

5. This policy does not permit an employee to make statements or disclosures knowing that they are false or that they are in reckless disregard of the truth.

6. This policy does not diminish or impair the rights of a person under any collective bargaining agreement.

7. This policy does not permit disclosures that would violate federal or state law or diminish or impair the rights of any person to the continued protection of confidentiality of communications provided by common law.

References:

Minn. Stat. Section 181.932