



La Academia Dolores Huerta Charter Middle School Whistleblower Policy

La Academia Dolores Huerta is committed to maintaining a supportive workplace where employees feel free and secure to raise legitimate concerns regarding the business practices, specifically: (1) reporting suspected violations of law, including but not limited to federal and state laws and regulations; (2) providing truthful information in connection with an inquiry or investigation by a court, agency, law enforcement, or other governmental body; and (3) identifying potential violations of La Academia Dolores Huerta policy.

An employee who wishes to report a suspected violation of law or La Academia Dolores Huerta policy may do so confidentially by contacting the La Academia Dolores Huerta's Head Administrator. An employee who wishes to report a suspected violation of law or La Academia Dolores Huerta policy of the Head Administrator may do so confidentially by contacting the La Academia Dolores Huerta's Governing Council. As defined in state statute, 10-16C-1 NMSA 1978, the Whistleblower Protection Act, La Academia Dolores Huerta expressly prohibits any form of retaliation, including but not limited to harassment, intimidation, or adverse employment actions against employees who raise suspected violations of law, cooperate in inquiries or investigations, or identify potential violations of La Academia Dolores Huerta policy. Any employee who engages in retaliation will be subject to discipline, up to and including termination. Any employee who believes that he or she has been subjected to any form of retaliation as a result of reporting a suspected violation of law or policy should immediately report the retaliation to their immediate supervisor, the Head Administrator, or Governing Council. Reports of suspected violations of law or policy and reports of retaliation will be investigated promptly and, in a manner, intended to protect confidentiality, consistent with a full and fair investigation. The Head Administrator will conduct or designate other internal or external parties to conduct the investigations. The investigating parties will notify the concerned individuals of their findings directly.