

Reporting Improper Governmental Action

ESD 123 encourages the reporting of improper governmental actions by any officer or employee and will protect employees against retaliatory employment actions for reporting improper governmental actions when the reports are made in compliance with this policy and related procedure. ESD 123 officers and employees are prohibited from taking retaliatory action against an employee because the employee has in good faith reported alleged improper governmental action in accordance with this policy and related procedure.

Persons who report apparent misconduct will be protected to the extent possible under state law. Because ESD 123 is not an investigatory or law enforcement agency, public records that are generated in the course of an inquiry or investigation are subject to disclosure under state public disclosure law, RCW 42.17.250 et. seq., unless explicitly subject to the law's exceptions.

The Superintendent shall establish procedures for receiving and acting on employee reports of improper governmental actions and responding to allegations of retaliation.

First Reading: 10/28/2021

Second Reading: 11/16/21

Adoption: 11/16/21

Reference:

[RCW 42.17.250 Disclosure — Campaign finances — Lobbying — Records](#)

[RCW 42.41.010 Policy](#) - [42.41.060 Local government administrative hearings account.](#)