Spectrum Charter School

Board of Trustees Policy 326.1

WHISTLEBLOWER POLICY

All employees of the Spectrum Charter School ("Charter School") are subject to the obligations and protections of the Pennsylvania Whistleblower Law, 43 P.S. §§ 1421-1428. The Charter School will not discharge, threaten or otherwise discriminate or retaliate against an employee regarding the employee's compensation, terms, conditions, location or privileges of employment because the employee or a person acting on behalf of the employee makes a good faith report or is about to report to the Charter School or an appropriate authority an instance of wrongdoing, which is not merely technical or minimal, or an instance of substantial waste, abuse, misuse, destruction or loss of the funds or resources of the Charter School.

The Charter School will not discharge, threaten or otherwise discriminate or retaliate against an employee regarding the employee's compensation, terms, conditions, location or privileges of employment because the employee is requested by an appropriate authority to participate in an investigation, hearing or inquiry held by an appropriate authority or in a court action.

TO THE EXTENT THAT ANYTHING IN THIS POLICY COULD BE CONSTRUED TO CONFLICT WITH THE CHARTER OR APPLICABLE STATE AND/OR FEDERAL LAWS, THE APPLICABLE STATE AND/OR FEDERAL LAWS AND/OR CHARTER CONTROL.

Approved this day 6 of December, 2017

Reapproved this day 15 of September, 2026

President

Secretary