Wyoming County Schools

Whistleblower Rights and Responsibilities

Commitment to Ethical Conduct

Wyoming County Schools is committed to maintaining the highest standards of integrity, accountability, and ethical conduct. Employees are encouraged to report suspected violations of law, misuse of public funds, fraud, waste, abuse, unsafe conditions, or other misconduct without fear of retaliation.

Your Rights

Employees who report concerns **in good faith** are protected under applicable **federal law**, the **West Virginia Whistle-Blower Law (W. Va. Code § 6C-1)**, and applicable Board policies.

Employees may report concerns involving, but not limited to:

- Fraud, theft, or misuse of public funds or property
- Mismanagement of federal or state grant funds
- Violations of federal or state laws, regulations, or Board policies
- Falsification of records or official documents
- Student or employee safety concerns
- Ethical misconduct or conflicts of interest
- Abuse, neglect, or other unlawful conduct

Good-faith reports are protected even if an investigation ultimately determines that no violation occurred, provided the report was made honestly and without knowingly providing false information.

Protection from Retaliation

Wyoming County Schools prohibits retaliation against any employee who, in good faith:

- Reports suspected wrongdoing;
- Participates in an investigation;
- Provides information or testimony; or
- Cooperates with authorized investigators.

Retaliation may include, but is not limited to:

- Termination or dismissal
- Demotion
- Suspension
- Reduction in pay or benefits
- Unwarranted disciplinary action
- Harassment or intimidation
- Unfavorable reassignment
- Any adverse employment action taken because an employee made a protected report

Any employee who believes they have experienced retaliation should promptly report the matter.

Employee Responsibilities

Employees are expected to:

- Report concerns honestly and in good faith.
- Provide factual information to the best of their knowledge.
- Cooperate with investigations.
- Maintain confidentiality when appropriate.
- Avoid knowingly making false or malicious allegations.

Reporting Concerns

Employees are encouraged to report concerns through one or more of the following:

- Immediate Supervisor
- School Principal or Department Administrator
- Superintendent
- Wyoming County Board of Education
- Appropriate state or federal agency when authorized by law

Reports should include as much factual information as possible to assist in a thorough review.

Our Commitment

Wyoming County Schools values employees who speak up to protect students, public resources, and the integrity of our educational programs. Every report made in good faith will be reviewed appropriately and handled as confidentially as circumstances permit.

Together, we share the responsibility of maintaining a safe, ethical, and accountable learning environment for our students, staff, and community.