

WHISTLE BLOWER POLICY

Pursuant to Massachusetts General Laws Chapter 149, Section 185, it is illegal for a public employer, including the Town of Seekonk, to retaliate against an employee by taking adverse employment action against an employee because that employee:

- Discloses or threatens to disclose to a supervisor or a public body an activity, policy or practice of the employer or another employer with whom the employee's employer has a business relationship, that the employee reasonably believes is in violation of a law or rule or regulation promulgated pursuant to law, or which the employee reasonably believes poses a risk to public health, safety or the environment.
- Provides information to, or testifies before any public body conducting an investigation, hearing or inquiry into any violation of law, or a rule or regulation promulgated pursuant to law, or activity, policy, or practice by the employer or another employer with whom the employee's employer has a business relationship, which the employee reasonably believes poses a risk to public health, safety, or the environment; or
- Objects to, or refuses to participate in any activity, policy or practice which the employee reasonably believes is in violation of a law, or a rule or regulation promulgated pursuant to law, or which the employee reasonably believes poses a risk to public health, safety or the environment.

In order to qualify for the protections of the law, the employee must first report the issue in writing to a supervisor and provide the Town a reasonable opportunity to correct the matter. Reporting is not required where the employee believes the Town is aware of the issue and it is an emergency situation, the employee fears physical harm, or the employee makes the disclosure to the public body for the purpose of providing evidence of what the employee reasonably believes to be a crime.

An employee who wishes to report an activity, policy or practice of the Town, employees of the Town, or another employer with whom the Town has a business relationship, which the employee reasonably believes is in violation of a law or rule or regulation promulgated pursuant to law, or which the employee reasonably believes poses a risk to public health, safety or the environment may do so by reporting it to one of the following:

- Town Administrator;
- The department head of the Department in which the employee is employed;