

Coast Community College District
BOARD POLICY
Chapter 7
Human Resources

BP 7700 Whistleblower Protection

References:

Education Code Sections 87160-87164;
Labor Code Section 1102.5;
Government Code Section 53296;
Private Attorney General Act of 2004 (Labor Code Section 2698);
Affordable Care Act (29 U.S. Code Section 218C)

Board members, administrators, faculty, staff, and students of the District shall adhere to all rules of conduct as established by state and federal law.

The Board is committed to prevent and deter unlawful conduct including fraud, waste, and abuse, at the District, as defined in AP 6400 Audits. Fraud, waste, and abuse includes, but is not limited to:

- Fraudulent financial reporting;
- Misappropriation/theft of assets;
- Corruption, such as bribery, accepting kickbacks and other illegal acts;
- Purchasing more items or paying more for services than necessary;
- Conflict of interest and other ethics violations;
- Using power, authority, or position to override controls.

The District and its employees have a responsibility for the stewardship of District resources and the public and private support that enables it to pursue its mission. The District is committed to compliance with the laws and regulations to which it is subject and to promulgating District policies and procedures to interpret and apply these laws and regulations in the District setting.

This Policy is derived in part from the California Whistleblower Protection Act (Government Code Sections 8547-8547.12). Pursuant to this Act, an employee shall not:

1. retaliate against an employee or applicant for employment who has made a protected disclosure, assisted in an investigation, or who has refused to obey an illegal order, or
2. directly or indirectly use or attempt to use the official authority or influence of their position for the purpose of interfering with the right of an applicant or an employee to make a protected disclosure to the District. The District will not tolerate retaliation, and will take whatever action may be needed to prevent and correct activities that violate this Policy, including discipline of those who violate it up to and including termination.

The Chancellor shall establish procedures regarding the reporting and investigation of suspected unlawful activity, including fraud, waste, and abuse by employees. For the purposes of this Policy and any implementing procedures, “unlawful activity” refers to any activity—intentional or negligent—that violates state or federal law, local ordinances, or Board Policy. The procedures shall provide that individuals are encouraged to report suspected incidents of unlawful activities without fear of retaliation, that such reports are investigated thoroughly and promptly, that remedies are applied for any unlawful practices, and that protections are provided to those employees who, in good faith, report these activities and/or assist the District in its investigation.

Adopted November 4, 2009

Renumbered to BP 7700 from CCCD Policy 050-1-23, Spring 2011

Revised February 5, 2014

Revised November 20, 2024