

Chapter 3: Personnel
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COA Standard: PA-ETH 4, HR 5.02 (c)(10)
Reviewed: 7/22/20

Policy

The Juvenile Court and NRTC abide by the Ohio Whistleblower Protection Act O.R.C.124.341. The Court and NRTC encourage all staff, interns, and volunteers, acting in good faith, to report suspected or actual wrongful conduct. The Court and NRTC are committed to protecting individuals from interference with making a protected disclosure in good faith and retaliation for having made a protected disclosure or for having refused an illegal order.

Staff, interns or volunteers are prohibited from retaliating against an individual who has made a protected disclosure or who has refused to obey an illegal order. Staff, interns or volunteers are prohibited from using their position with the Court and NRTC for the purpose of interfering with the rights of individuals to make a protected disclosure to their immediate Supervisor or other appropriate administrator about matters within the scope of this policy.

This policy is also intended to protect individuals against false allegations of wrongful misconduct and any communication that proves to be both unsubstantiated and made with malice or with knowledge of its falsity is not protected by this policy.

Guidelines

- A. Protected Disclosure includes communication about actual or suspected wrongful conduct or violation of state or federal law by any Juvenile Court/NRTC staff, intern, or volunteer or the use of facility property, resources or authority for personal gain or non Juvenile Court/NRTC purposes. Anyone who is aware of or has reason to suspect wrongful conduct should report the conduct in writing to his or her immediate Supervisor or Director. If this is not possible, contact Human Resources to file a report.
- B. Good Faith Reporting is making a protected disclosure or filing a complaint concerning a suspected violation. The individual making the report must be acting in good faith and have reasonable grounds and information for believing the information disclosed is true and accurate and indicates a violation of any Juvenile Court/NRTC policy.
- C. False allegations include knowingly or with reckless disregard for the truth or

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malice giving false information or making a false report. The individual making the report will be subject to disciplinary action that may result in termination. Allegations determined to be made in good faith but are not substantiated are not subject to corrective action.

- D. No individual who makes a protected disclosure will suffer reprisal, harassment, or an adverse employment action based on his or her good faith report of alleged wrongful conduct. Any individual who retaliates against a person for making a good faith protected disclosure is subject to discipline that may result in termination.
- E. All reports will be promptly investigated within 60 days and appropriate corrective action will be taken if it is determined through the investigation to warrant such action.
- F. Nothing in this policy is intended to interfere with legitimate employment decisions made by Court Administration.
- G. Persons wishing to file a report of actual or suspected wrongful conduct may do so anonymously.

*Forms for making a good faith report may be retrieved from the Courts Human Resources office.