

5.235

**Right of an Employee Who Makes a Disclosure of Public
Concern**

5.240

The college shall not retaliate against employees who disclose information of a public concern to a public body as prescribed by law (ARS 38-531 through 38-534).

No adverse personnel action will be taken against a college employee in retaliation or reprisal for the written disclosure of information of a matter of public concern. The Board will act as an independent hearing board to hear all cases of alleged violations of the employment rights of an employee who makes such a disclosure.

If the college determines that a “frivolous” complaint was levied, the college has the right to contact Employment Standards Administration’s Wage and Hour Division to investigate. If, at the conclusion of their investigation, the Wage and Hour Division determines that the complaint was “frivolous” then the employee can be disciplined up to and including dismissal.

Date of Adoption: Adoption of Manual

*References: ARS 15-1445
Occupational Safety and Health Act of 1987*