

**PERSONNEL
GRIEVANCES AND COMPLAINTS**

Notice to All NJSBA Employees

As required by the Conscientious Employee Protection Act, N.J.S.A. 34:191 et seq., this notice is being posted to inform you of your rights under this law. You are afforded protection against any retaliation by your employer in the event that you report or threaten to report to a supervisor or to any public body that a policy, practice or activity of the New Jersey School Boards Association violates the law, is fraudulent, criminal, or is incompatible with a clear mandate of public policy regarding the welfare, health or safety of the public.

The law protects you against discharge, suspension or other employment action against you provided that you disclose such activity which you believe violates the law to the Human Resources Manager of New Jersey School Boards Association, prior to reporting the violation to any public body. Disclosure to the Human Resources Manager must be in writing.

After disclosure to the Human Resources Manager you must afford the New Jersey School Boards Association a reasonable opportunity to correct the violation or activity which you have complained about, before reporting it to any public body in order to be protected from retaliation as stated above. In cases of emergency, the law covers you even if there is no prior disclosure.

The Act also shields you from retaliation by your employer if you give testimony or other information to any public body conducting an investigation or if you refuse to participate in any activity, policy or practice which you reasonably believe to be unlawful, fraudulent or incompatible with a clear mandate of public policy regarding public health, safety or welfare.

In the event of any retaliation against you in violation of this law, you may seek relief in court and you may be awarded damages and attorney's fees against your employer, together with reinstatement with no loss of pay, benefits or seniority.

Revised: October 6, 2000