

PERSONNEL
EQUAL EMPLOYMENT OPPORTUNITY

Your Rights Are Protected Under The New Jersey Conscientious Employee Protection Act

What activities are protected under the Act?

Your employer may not take any retaliatory action - including discharge, suspension, demotion, or any other adverse employment action - if you: Disclose or threaten to disclose to a supervisor or to a public body an activity, policy or practice of your employer that you reasonably believe is in violation of the law, or a rule or regulation promulgated pursuant to law; Provide information to, or testify before, any public body conducting an investigation, hearing or inquiry into any violation of law, or a rule or regulation promulgated pursuant to law by your employer; Object to, or refuse to participate in any activity, policy or practice which you reasonably believe to be in violation of a law, or a rule or regulation promulgated pursuant to law, to be fraudulent or criminal in nature, or is incompatible with a clear mandate of public policy concerning the public health safety or welfare

What do I need to do as an employee to be protected by the Act?

In order to be protected under the Act, you must give written notice to your employer concerning the activity, policy or practice which you believe to be violative of a law, or a rule or regulation promulgated pursuant to law You must afford your employer a reasonable opportunity to correct the activity, policy or practice before disclosing information regarding the suspect practices to a public body. This written disclosure should be provided to the individual designated by management to receive such notices

Are there any exceptions to the written notice requirement?

You need not provide this written notice if you are reasonably certain that the activity, policy or practice is known to one or more supervisors or the employer, or if you reasonably fear physical harm as a result of providing the required disclosure; provided, however, that this situation must be emergency in nature

MANAGEMENT HAS DESIGNATED THE FOLLOWING INDIVIDUAL TO RECEIVE WRITTEN NOTICES PURSUANT TO THIS ACT:

Name: _____

N E W J E R S E Y S C H O O L B O A R D S A S S O C I A T I O N

GOVERNANCE & OPERATIONS

FILE CODE: GO/4111.1E

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Address: _____
