Sec. 1. DEFINITIONS

"Employee" means an employee or appointed officer who is paid to perform services for Charter, this definition does not include independent contractors.

"Law" means a state or federal statute, an ordinance of a local governmental entity, or a rule adopted under a statute or ordinance.

"Personnel action" means an action that affects an employee's compensation, promotion, demotion, transfer, work assignment, or performance evaluation.

A "good faith" belief that a violation of law occurred means that:

1. An employee believed the conduct reported was a violation of law; and
2. The employee's belief was reasonable in light of the employee's experience and training.

A "good faith" belief that a law enforcement authority is an appropriate one means:

1. The employee believed the governmental entity was authorized to
   a. Regulate under or enforce the law alleged to be violated in the report; or
   b. Investigate or prosecute a violation of criminal law; and
2. The employee's belief was reasonable in light of the employee's experience and training.

Sec. 2. WHISTLEBLOWER COMPLAINTS

An employee who alleges a violation of whistleblower protection may take legal action against Midland Academy Charter as described in Chapter 554 of the Texas Government Code. Before taking such action, an employee must initiate a grievance under PG-4.24 (Employee Complaints and Grievances - General).

The employee must invoke the grievance process under PG-4.6 no later than the 90th day after the date on which the alleged suspension, termination, or other adverse employment action occurred or was discovered by the employee through reasonable diligence. Midland Academy Charter may shorten the timelines outlined in PG-4.24 (Employee Complaints and Grievances - General) in order to allow the Board to make a final decision concerning the grievance within 60 days of initiation of the grievance.

If the Board does not render a final decision before the 61st day after grievance procedures are initiated, the employee may elect to:

1. Exhaust the grievance process under PG-4.24 (Employee Complaints and Grievances - General), in which case the employee must file legal action not later than the 30th day after

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the date those procedures are exhausted to obtain relief under Chapter 554 of the Texas Government Code; or

2. Terminate the grievance process under PG-4.24 (Employee Complaints and Grievances - General) and file legal action within the timelines set by sections 554.005 and 554.006 of the Texas Government Code.

Gov't Code 554.005, .006.

Sec. 3. WHISTLEBLOWER PROTECTIONS

Neither the Board nor its agents shall suspend or terminate the employment of, or take other adverse personnel action against, an employee who in good faith reports a violation of law by Midland Academy Charter or another Midland Academy Charter employee to an appropriate law enforcement authority. *Gov't Code 554.002*.

Sec. 4. NOTICE OF RIGHTS

Midland Academy Charter shall inform employees of their rights regarding whistleblower protection by posting a sign in a prominent location in the workplace. *Gov't Code 554.009*.

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