

Personnel – Certified/Non-Certified

Retaliation and Whistleblowing

Employees are encouraged to report suspected illegal activities or unethical practices to appropriate administrators within the Newtown Public Schools or to the Newtown Board of Education (“Board”). Pursuant to Connecticut General Statutes Section 31-51m and federal whistleblower protection laws, the Board prohibits any form of retaliation or discrimination against any employee for exercising rights under state or federal whistleblower protection laws in good faith; reporting illegal activities or unethical practices in good faith; or participating in an investigation, hearing or inquiry held by a public body, or a court action.

Legal References:

- Conn. Gen. Stat. § 31-51m, Protection of employee who discloses employer’s illegal activities or unethical practices. Civil action.
- Conn. Gen. Stat. § 31-60(a)(4), Discriminatory employment practices prohibited.
- Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e-3(a).
- Title IX of the Education Amendments of 1972, 34 CFR § 106.71.
- Age Discrimination in Employment Act, 29 U.S.C. § 623(d).
- Americans with Disabilities Act, 42 U.S.C. § 12203(a) and (b).
- Fair Labor Standards Act, 29 U.S.C. § 215(a)(3).
- Occupational Safety and Health Act, 29 U.S.C. § 660(c).
- Family and Medical Leave Act, 29 U.S.C. § 2615.