

Statement of Policy

It is the policy of the State of North Carolina that State employees shall be encouraged to report verbally or in writing to their supervisor, department head, or other appropriate authority, evidence of activity by a State agency or State employee constituting:

- (1) A violation of State or federal law, rule or regulation
- (2) Fraud
- (3) Misappropriation of State resources
- (4) Substantial and specific danger to the public health and safety
- (5) Gross mismanagement, a gross waste of monies, or gross abuse of authority

Further, it is the policy of the State of North Carolina that State employees be free of intimidation or harassment when reporting to public bodies about matters of public concern, including offering testimony to or testifying before appropriate legislative panels.

Protection from Retaliation

No State employee exercising direct or indirect supervisory authority shall discharge, threaten or otherwise discriminate against a State employee regarding their compensation, terms, conditions, location, or privileges of employment because the State employee, or a person acting on behalf of the employee, reports or is about to report, verbally or in writing, any activity described in the **Statement of Policy**, unless the State employee knows or has reason to believe that the report is inaccurate.

No State employee shall retaliate against another State employee because the employee, or a person acting on behalf of the employee, reports or is about to report, verbally or in writing, any activity described in the **Statement of Policy**.

No State employee exercising direct or indirect supervisory authority shall discharge, threaten or otherwise discriminate against a State employee regarding their compensation, terms, conditions, location, or privileges of employment because the State employee has refused to carry out a directive which in fact constitutes a violation of State or federal law, rule or regulation or poses a substantial and specific danger to the public health and safety.

No State employee shall retaliate against another State employee because the employee has refused to carry out a directive which may constitute a violation of State or federal law, rule or regulation, or poses a substantial and specific danger to the public health and safety.

These protections shall include State employees who report any activity described in the **Statement of Policy** to the State Auditor or to the Program Evaluation Division of the NC General Assembly.

Actions for Relief or Other Remedies

Any State employee injured by an alleged violation of the protection from retaliation may file a grievance and/or lawsuit as provided by applicable North Carolina law.

Notice of Employee Protections and Obligations

The University of North Carolina is posting this notice in accordance with State law in order to keep employees informed of their protections and obligations under State law.