

Cosumnes Groundwater Authority

Whistleblower Policy

Finalized: November 1, 2023

There will be no retaliation against anyone for complaining of, reporting, or participating in any investigation of alleged harassment, discrimination, or unlawful activity.

Authority Complaint Procedure

Both the State and Federal governments have agencies whose purpose is to address unlawful discrimination in the workplace. If an individual who provides services to the Authority believes they have been harmed by an unlawful practice, and is not satisfied with the Authority's response to the problem, they may file a written complaint with these agencies. For the State of California, the agency is called the Department of Fair Employment and Housing ("DFEH"). The local address for the DFEH is: 2218 Kausen Drive, #100, Elk Gove, CA 95758. For the Federal Government, the agency is called the Equal Employment Opportunity Commission ("EEOC"). The local address for the EEOC is: 1301 Clay Street, #1170, Oakland, CA 94612.

If, after an investigation hearing, either of these agencies finds that unlawful discrimination has occurred, the injured employee may, depending on the circumstances, be entitled to reinstatement or promotion, with or without back pay.

Retaliation

Retaliation against any individual for making a report, or for participating in an investigation, under this policy is strictly prohibited. Individuals are protected by law and by Authority policy from retaliation for opposing unlawful discriminatory practices, for filing an internal complaint under this policy or for filing a complaint with DFEH or EEOC, or for otherwise participating in any proceedings conducted by the Authority under this policy and/or by either of these agencies.

Policy

Authority employees are required to observe and uphold a high standard of professional and personal conduct and ethics while fulfilling their job duties. All employees of the Authority should promptly report occurrences of illegal or unethical behavior or workplace wrongdoing (including violation of any law or Authority policy), and may do so without fear of retribution.

No employee shall directly or indirectly retaliate or cause retaliation to occur against any employee or person doing business with the Authority who reports alleged wrongdoing, including, but not limited to, intimidation, threatening, coercing, commanding or influencing another person to refrain from filing a good faith report of wrongdoing.

PASSED AND ADOPTED on this 1st day of November, 2023, by the following vote, to- wit:

AYES: Thomas, Silva, Vandenburg, VanWarmerdam, Stretars, Hume, Garms

NOES:

ABSENT:

I, the undersigned, hereby certify that I am the duly appointed and acting Secretary of the Cosumnes Groundwater Authority, and that at a meeting of the Board of Directors of the Authority held on November 1st , 2024 that this Whistleblower Policy was adopted and has not been rescinded or amended since the date of its adaptation and that it is now in full force and effect.

Brittany Friedman
Brittany Friedman, CGA Secretary

11/1/23
Date