

Personnel -- Certified/Non-Certified

Whistleblower Reporting and Protection

Introduction

The Capitol Region Education Council (CREC) is committed to maintaining a culture of integrity, transparency, and accountability. All employees are expected to observe the highest standards of business and personal ethics, comply with applicable federal and state laws, and adhere to CREC's core values and policies.

This policy establishes procedures for reporting suspected misconduct, protecting whistleblowers from retaliation, and ensuring that all concerns are handled promptly, fairly, and confidentially.

Reporting Responsibility

All employees are responsible for reporting violations or suspected violations of federal or state law, CREC policies, procedures, or ethical standards, including mismanagement, waste, fraud, abuse of authority, or danger to public safety. Reports may be submitted confidentially or anonymously.

Retaliation

CREC strictly prohibits retaliation against any employee who in good faith reports suspected violations, participates in an investigation, or refuses to participate in illegal or unethical conduct. Any employee who retaliates against a whistleblower is subject to disciplinary action up to and including termination. Retaliation includes termination, demotion, harassment, or any adverse employment action.

Protection under this policy does not extend to individuals who knowingly make false or malicious allegations.

Legal Reference: Connecticut General Statutes

Sec. 31-51m. Protection of employee who discloses employer's illegal activities or unethical practices

Policy adopted: June 15, 2016
Revised: February 18, 2026

CAPITOL REGION EDUCATION COUNCIL
Hartford, Connecticut

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Reporting Violations

Employees may report concerns to their immediate supervisor, the Executive Director, or through CREC's confidential reporting channels. Confidential channels include calling 860-524-4018 and leaving a detailed message or emailing fraudreporting@crec.org.

Investigation Process

All reports will be promptly reviewed and investigated by CREC or an independent investigator. Information will be handled confidentially to the extent possible, consistent with the need to conduct an adequate review.

Good Faith Requirement

Reports must be made in good faith and based on reasonable belief that a violation has occurred. Making a report in good faith does not require proof of wrongdoing.

Recordkeeping and Confidentiality

CREC shall maintain records of all whistleblower complaints and investigations. Confidentiality will be preserved to the maximum extent permitted by law.

Training and Dissemination

All employees will be informed of and are responsible for becoming acquainted with this regulation and its accompanying policy upon hire. Supervisors will receive additional training on preventing retaliation and handling reports appropriately.

Regulation issued: May 7, 2026

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