

102.9 Policy Governing Conscientious Employee Protection Act (CEPA), also known as “Whistleblower Protection”

Sussex County Community College complies with the New Jersey Conscientious Employee Protection Act, N. J. Stat. Ann. § 34:19-1 et. seq. (“CEPA”) which protects employees who report workplace wrongdoing from retaliatory action.

Sussex County Community College and its administration, faculty, and staff are committed to observing high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees and representatives of the Sussex County Community College, we are committed to practicing honesty and integrity in fulfilling our responsibilities and complying with all applicable laws and regulations.

To accomplish this goal, Sussex County Community College encourages employees to report illegal or fraudulent workplace activities, policies, or practices.

In accordance with its obligations under N. J. Stat. Ann. § 34:19-1 et seq., Sussex County Community College will not take any retaliatory action against a Board member, officer, employee, or volunteer because he or she does any of the following:

- A. Discloses, or threatens to disclose, to a supervisor or to a public body an activity, policy, or practice of the employer or another employer, with whom there is a business relationship, that the Board member, officer, employee, or volunteer reasonably believes is in violation of a law, or a rule or regulation issued under the law, or, in the case of an employee who is a licensed or certified health care professional, reasonably believes constitutes improper quality of patient care;
- B. Provides information to, or testifies before, any public body conducting an investigation, hearing or inquiry into any violation of law, or a rule or regulation issued under the law by the employer or another employer, with whom there is a business relationship, or, in the case of an employee who is a licensed or certified health care professional, provides information to, or testifies before, any public body conducting an investigation, hearing or inquiry into quality of patient care; or
- C. Objects to, or refuses to participate in, any activity, policy or practice which the Board member, officer, employee, or volunteer reasonably believes:
 - 1. is in violation of a law, or a rule or regulation issued under the law, or, if the employee is a licensed or certified health care professional, constitutes improper quality of patient care;
 - 2. is fraudulent or criminal; or
 - 3. is incompatible with a clear mandate of public policy concerning the public health, safety or welfare or protection of the environment.