

POLICY

It is the policy of Washington County to abide by all applicable Federal, State and Local laws, rules and regulations and to have all of its employees do the same. Every employee has a responsibility to assist in implementing this policy. The Pennsylvania Whistleblower Law protects an employee from being discharged, threatened, discriminated or retaliated against regarding the employee's compensation, terms, conditions, location or privileges of employment if the employee or someone acting on his behalf makes a good faith report or is about to report, verbally or in writing, to the employer or appropriate authority an instance of wrongdoing or waste, or the employee is requested by an appropriate authority to participate in any investigation, hearing or inquiry held by an appropriate authority or in a court action.

SCOPE

This policy applies to all employees of Washington County.

PROCEDURES

Employees are free to make good faith reports, verbally or in writing, to the County or appropriate authority of any instance of wrongdoing or waste, or to participate in any investigation, hearing or inquiry held by an appropriate authority or in a court action without fear or reprisal by the County or its employees. Knowledge reported or evidence presented in a good faith report shall be made in confidence, and shall not subject the employee to undue pressures that create a hostile work environment.

Employees who make allegations of a criminal nature against other employees that are made with reckless disregard for truth or accuracy, or made as a form of harassment or retaliation, will result in discipline measures or termination from employment.

All employees are subject to disciplinary measures or termination from employment, for ANY ACTIVITY which interferes with an investigation being conducted into employee misconduct or criminal activity.

COMPLAINTS/POLICY VIOLATIONS

Knowledge of deliberate violation of County policies or regulations by any employee must be reported verbally or in writing. Allegations of employee misconduct shall be truthful and accurate. Any intent to harass another employee or to retaliate for any reason will be grounds for disciplinary action.

A violation of this policy should be reported to the Human Resources Department immediately.

An employee who believes they have been discriminated or retaliated against in violation of the Pennsylvania Whistleblower Law may bring a Civil Action in a court of competent jurisdiction for appropriate relief or damages, or both, within 180 days after the occurrence of the alleged violation.

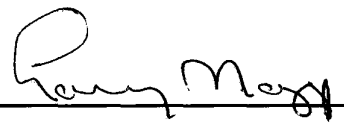
Interpretation and Administration

The Human Resources Department is responsible for the overall implementation and administration of this policy under the guidance of the County Solicitor.

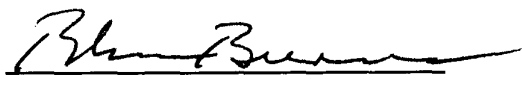
The Board of Commissioners is responsible for the ultimate authorization and control of this policy.

ADOPTED this 7th day of June, 2007, per minute 816.

COUNTY OF WASHINGTON

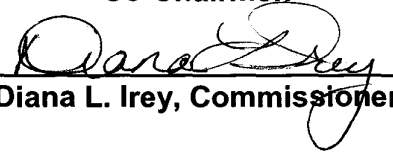


Larry Maggi, Commissioner



Bracken Burns, Commissioner

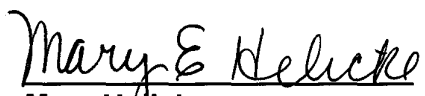
Co-Chairmen



Diana L. Irely, Commissioner

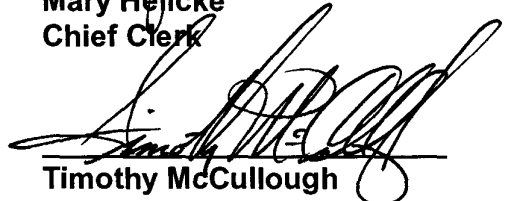
ATTEST:

Approved as to Form and

Legality:


Mary Helicke
Chief Clerk


Lynn DeHaven
Solicitor


Timothy McCullough
Director of Human Resources

per minute # 816
dated 6-7-07