



TOWN OF BURLINGTON

Human Resources Department

Joanne M. Faust, SPHR, Human Resources Director

Cheralyn Rosati, Human Resources Coordinator

Prohibition of Retaliation Against Employees Reporting Violations of Law or Risks to Public Health, Safety or Environment

Notice to Employees

Public employees have whistleblower protection through MA General Law Chapter 149 Section 185. Public employees who engage in the following activities are protected against retaliation:

Disclosing, threatening to disclose, providing information, or objecting to any activity, practice, or policy that the employee reasonably believes is in violation of law, rule, or regulation, or poses a risk to public health, safety, or the environment.

In order to qualify for the protection outlined above the employee must:

- First bring his or her concerns to the attention of a supervisor prior to making a disclosure to a public body, except:
- If the employee is reasonably certain that the activity, policy, or practice is known to one or more supervisors of the employee, and the situation is emergency in nature;
- Or the employee reasonably fears physical harm as a result of the disclosure provided;
- Or the employee makes disclosure to a public body for the purpose of providing evidence of what the employee reasonably believes to be a crime.

Adverse employment actions pursuant to this notice include discharge, suspension, demotion or other adverse actions concerning the employee's terms and conditions of employment.

An employee who wishes to report an activity, policy or practice of the employer or another employer with whom the employee's employer has a business relationship, that the employee reasonably believes is in violation of a law or rule or regulation promulgated pursuant to law, or which the employee reasonably believes poses a risk to public health, safety or the environment may do so by reporting it to one of the following:

- The Department Head of the department in which the employee is employed;
- Town Administrator;
- Human Resources Director.

