

OBJECTIVE

To advise Authority employees, of their right to not face retaliatory action for (1) reporting violations of the law on the part of the Authority that creates a substantial and specific danger to the public's health, safety or welfare; or (2) disclosing information alleging improper use of governmental office, gross waste of funds, or any other abuse or gross neglect of duty on the part of the Authority, its officers or employees and to establish a procedure for receiving and investigating such reports.

Authority employees are encouraged to report suspected wrongdoing and may not attempt to discourage other employees from doing the same.

**METHOD OF
OPERATION**

It is the intent of the Authority that this Section be consistent with the Florida Whistle-blower's Act, § 112.3187, Florida Statutes which prohibits the Authority from taking retaliatory action against employees who report certain types of improprieties to the Authority.

**No Retaliatory
Action**

The Authority shall not dismiss, discipline, or take any other adverse employment action against an Authority employee for disclosing information pursuant to the provisions of this section nor take an adverse action that affects the rights or interests of a person in retaliation for the person's disclosure of information.

The type of disclosure protected under this section must include:

- 1.) a violation or suspected violation of any federal, state, or local law, rule or regulation on the part of the Authority which creates and presents a substantial and specific danger to the public's health, safety or welfare; or
- 2.) any act or suspected act of gross mismanagement, malfeasance, gross waste of public funds, or gross neglect of duty committed by an employee of the Authority as such acts are defined in Florida Statute § 112.3187.

**Reporting and
Investigating
Allegations**

Any person who provides information he or she knows to be false shall not be protected under this section and may be disciplined in accordance with Section 204.02, Allegations of Misconduct or the Collective Bargaining Agreement.

The Chairman of the Authority will designate an individual to assist in receiving and investigating allegations of improprieties reported in accordance with this Section. Such individual will be designated in a separate memorandum made available to all Authority employees. Authority employees wishing to report or disclose potential improper conduct under this Section shall disclose such information on his or her own initiative in a written signed complaint.

Upon conclusion of the designee's investigation into the allegations, the designee will report any investigatory findings to the Executive Director who will make any decisions as to how to proceed at that time.

CONFIDENTIALITY

Pursuant to Section 112.3188(1), Florida Statutes, it is the policy of the Authority to not disclose the name or identity of the person reporting information in accordance with this section absent written consent from the reporting individual or upon a determination by the Executive Director that disclosure of the individual's identity is necessary or unavoidable.

All information received by the Executive Director related to an active investigation is confidential and exempt from disclosure under Section 119.07(1), Florida Statutes and Section 24(a), Article I, of the Florida Constitution.

**RELATED
POLICIES**

Suspected Dishonest, Fraudulent or Wrongful Conduct involving Authority vendors, contractors, concessionaires and other third parties shall be reported to the Internal Audit Department in accordance with reporting procedures defined in Policy 150.02.

FORMS

Acknowledgement Form

**APPROVAL AND
UPDATE
HISTORY**

Last Approval

Authority Board: February 20, 2013
Executive Director: February 18, 2013

Supersedes

EMPLOYEE ACKNOWLEDGEMENT

To: Human Resources

From: _____

Subject: Acknowledgement of Policy and Procedure Section 204.06

I have reviewed Policy and Procedure Section 204.06, Whistle-Blower.

I agree to abide by the provisions of this section.

I understand that if I have questions about the section or about my rights and responsibilities in regard to this section, I may contact the Director of Human Resources or the Authority's General Counsel.

Employee's Signature: _____

Date: _____