

WHISTLEBLOWER PROTECTIONS

New Supervisor Duties

City and County of San Francisco Whistleblower Program

Do supervisors have new responsibilities?

YES! Employees who believe they are the victims of whistleblower retaliation can bring that allegation to any supervisor.

The supervisor **must** keep the allegation of retaliation confidential and immediately assist the employee by referring them to the Ethics Commission.

The supervisor **must** document the date and time of the referral in writing.

Can a supervisor be penalized for not following these rules?

YES! Supervisors who do not keep the complaint confidential and/or do not assist the employee may be subject to disciplinary action up to and including dismissal by their appointing authority.

What is retaliation?

An adverse action taken against any City officer, employee, contractor, or employee of a contractor because they filed a whistleblower complaint or cooperated with the investigation of a complaint.

Who is protected from retaliation?

All City officers and employees, as well as City contractors and employees of City contractors, who participated in a protected activity, such as filing a whistleblower complaint.

What are the penalties for retaliation?

Anyone who retaliates is subject to disciplinary action, up to and including termination. They could also be personally liable for up to \$10,000.



For additional information, contact the Whistleblower Program or the Ethics Commission:

Whistleblower Program: Visit www.sfcontroller.org/whistleblower or call 311

Ethics Commission: Visit www.sfethics.org or call 415-252-3100

