



# CAPE COD COMMUNITY COLLEGE

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*Changing Lives...  
Building Community  
for More Than  
Forty Years*

In accordance with [Chapter 149 section 185](#) of the General Laws of Massachusetts, the Cape Cod Community College Whistleblower Policy provides a procedure for filing and addressing whistleblower complaints.

The Whistleblower Policy:

- Prohibits College officials from interfering with the right of an employee to blow the whistle;
- Prohibits College officials from retaliating against an employee for having made a protected disclosure or for having refused an illegal order as defined in the policy;
- Provides a procedure for filing and addressing complaints of retaliation for whistle blowing.

Policy: If any employee reasonably believes that some policy, practice, or activity of Cape Cod Community College is in violation of law, a written complaint may be filed by that employee with the College's President.

It is the intent of Cape Cod Community College to adhere to all laws and regulations that apply to the organization, and the underlying purpose of this Policy is to support the organization's goal of legal compliance. The support of all employees is necessary to achieving compliance with various laws and regulations. An employee is protected from retaliation only if the employee brings the alleged unlawful activity, policy, or practice to the attention of Cape Cod Community College and provides Cape Cod Community College with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to employees that comply with this requirement.

Cape Cod Community College will not retaliate against an employee who, in good faith, has made a protest or raised a complaint against some practice of Cape Cod Community College, or of another individual or entity with whom Cape Cod Community College had a business relationship, on the basis of a reasonable belief that the practice is in violation of law or a clear mandate of public policy.

Cape Cod Community College will not retaliate against an employee who discloses or threatens to disclose to a supervisor or a public body any activity, policy, or practice of Cape Cod Community College that the employee reasonably believes is in violation of a law, or a rule, or regulation mandated pursuant to law or is in violation of a clear mandate or public policy concerning health, safety, welfare, or protection of the environment.