

**UNIVERSITY OF CENTRAL ARKANSAS**  
**BOARD POLICY**

Policy Number: 523

Subject: Arkansas Whistle-Blower Act

Date Adopted: 02/01 Revised: 12/12

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This policy, regarding the “Arkansas Whistle-Blower Act,” is consistent with Ark. Code Ann. §§ 21-1-601 through 608.

An employee will be protected from discharge or retaliation when the employee reports in good faith the existence of any waste of public funds, property or manpower, or a violation or suspected violation of Arkansas law, rule, or regulation. This policy includes federal funds, property, or manpower administered or controlled by a public employer.

No adverse action will be taken against an employee or a person authorized to act on behalf of an employee, in the following situations:

- if an employee alleges a violation under this Act, and does so “in good faith”;
- if an employee alleges a violation under this Act, and does so “in good faith,” and participates or gives information in an investigation, hearing, court proceeding, legislative or other inquiry, or in any form of administrative review; and/or
- if an employee alleges a violation under this Act, and does so “in good faith,” and has objected to or refused to carry out a directive that the employee reasonably believes violates a law, rule, or regulation adopted under the authority of the State.

An “adverse action” is defined as discharging, threatening, discriminating, or retaliating against the employee in any manner that affects his/her employment, including compensation, job location, rights, immunities, promotions, or privileges.

“Good faith” is lacking when an employee does not have personal knowledge of the waste or violation, or when an employee knew or reasonably

- a state, county, or municipal government department, agency, or organization having jurisdiction over criminal law enforcement, etc;
- a member, officer, agent, investigator, auditor, representative, or supervisory employee of