

KEI-AI EMPLOYEES

YOU HAVE LEGAL RIGHTS TO PROVIDE INFORMATION TO ANY PUBLIC BODY WITHOUT RETALIATION

Whistleblower Protection Law, California Labor Code Section 1102.5. Amended effective January 1, 2014.

- Employers may not retaliate against employees who report reasonably-believed violations of state or federal laws, rules, or regulations to a government or law enforcement agency, to a specified public body, or via an employer's internal reporting procedure. Retaliation laws will protect this activity.
- Also protects employees who report suspected illegal behavior: (a) internally to "a person with authority over the employee" or to another employee with the authority to "investigate discover, or correct" the reported violation; or (b) externally to any "public body conducting an investigation, hearing, or inquiry."
- Employer's may not issue rules, regulations, or policies that prevents the disclosure of reasonably-believed violations of laws, rules, or regulations.
- Employers and persons acting on their behalf may not retaliate against an employee for disclosing such information or because the employer believes the employee has disclosed or may disclose the information externally or internally.
- Protection of whistleblowers applies regardless of whether disclosing such information is not part of the employee's job duties. For example if company rules require one to only report internally.
- Consequences for employers—are civil penalties of up to \$10,000 per violation.

Health and Safety Code 1278.5(b)(1)(A) states that no health care facility shall discriminate or retaliate against any person who has "presented a grievance, complaint or report to the facility."

RESIDENTS & PATIENTS

Have much stronger federal laws which protect them from retaliation of any kind for complaining to the public or any other entity. It is a serious crime to retaliate against residents.

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