



Frederick County Public Schools
Board of Education
REPORTING ALLEGATIONS OF FRAUD
OR ILLEGAL ACTIVITY
Policy 324

A. Policy Purpose

This policy establishes the Board of Education's (the "Board") expectations for all employees with respect to allegations of fraud or illegal activity.

B. Definitions

None.

C. Policy Statement

1. The citizens of Frederick County have entrusted the Board and the Frederick County Public Schools ("FCPS") with responsibility for managing the educational and fiscal operations of the system. Inherent to that responsibility is an expectation that the citizen can depend on having the highest trust in their public officials and FCPS employees.
2. The Board has an expectation that all employees conduct themselves in accordance with Board policy and FCPS regulation, along with local, state and federal laws. The Board requires its employees to display the highest standards of business and personal conduct as they perform their duties and responsibilities.
3. It is the responsibility of all Board members and FCPS employees to be alert for any indications of fraud, abuse, or illegal activity involving FCPS funds or property.
4. If an employee believes there are dishonest, fraudulent or illegal actions occurring that violate applicable laws or local regulations and that impact FCPS operations, it is essential that the Board member or employee have a confidential avenue to report the conduct.

D. Implementation

The Superintendent is directed to provide a regulation to establish a procedure for employees to report allegations which will be appropriately investigated and acted upon.

E. Related Information

1. **FCPS Regulations**
 - a. [FCPS Regulation 324-01](#), *Reporting Allegations of Fraud or Illegal Activity Impacting FCPS Business Operations*

F. Policy History (Maintained by Legal Services)

<i>Responsible Office</i>	Office of the Associate Superintendent of Fiscal Services
Adoption Dates	04/09/14
Review Dates	04/26/23
Revision Dates	02/14/24