

SAN DIEGO COUNTY REGIONAL AIRPORT AUTHORITY

CODES

ARTICLE 2 - ETHICS
PART 2.0 - ETHICS AND CONDUCT
SECTION 2.14 - PROTECTION OF EMPLOYEES AGAINST RETALIATION FOR REPORTING VIOLATIONS

(a) No Board member or employee of the Authority shall use or threaten to use any official power or influence to discourage, restrain or interfere with any other person for the purpose of preventing such person from acting in good faith to report or otherwise bring to the attention of the Board or other appropriate agency, office or department any information which, if true, would constitute:

- (1) a work-related violation by a Board member or employee of any law or regulation, including this Ethics Code;
- (2) a gross waste of Authority funds;
- (3) a gross abuse of power;
- (4) a conflict of interest of a Board member or employee;
- (5) a specific and substantial danger to public health or safety due to an act or omission of a Board member or employee; or
- (6) use of an Authority office or position or use of Authority resources for personal gain.

(b) No Board member or employee of the Authority shall use or threaten to use any official authority or influence to effect any action as a reprisal against a Board member or employee who reports or otherwise brings to the attention of the Board or other appropriate agency, office or department, any information regarding the subjects described above in Subsection (a).

(c) Any person who believes that he or she has been subjected to any action prohibited by this section may file a complaint with the Board or the Authority Ethics Officer. The Board or Authority Ethics Officer shall thereupon investigate the complaint in accordance with applicable Authority procedures. Upon the conclusion of its investigation, the Board or the President/CEO where an employee of the Authority is involved, may take appropriate action as otherwise provided by law.

(d) In the event the Board determines that it has a conflict of interest in an investigation of a retaliation complaint, the President/CEO or his or her designee shall refer the investigation of the retaliation complaint to an appropriate ad hoc committee or an outside independent party, who shall take appropriate action as otherwise provided by law.

[Amended by Resolution No. 2019-0015 dated February 7, 2019.]

[Adopted by Resolution No. 2002-02 dated September 20, 2002.]