SUMMARY OF SOUTH CAROLINA WHISTLEBLOWER ACT

(S.C. CODE § 8-27-10 ET SEQ.)

Employee Whistleblower Protections
A public body may not dismiss, suspend, demote, or decrease the compensation of an employee because the employee files a protected report of wrongdoing with an appropriate authority.

Wrongdoing Defined

"Wrongdoing" includes action by a public body resulting in substantial abuse, misuse, destruction, or loss of substantial public funds or public resources. It also includes an allegation that a public employee intentionally violated federal or state statutory law or regulations, other political subdivision ordinances or regulations, or a code of ethics, when the violation is more than merely technical or minimal.

Appropriate Authority Defined

An "appropriate authority" includes the public body employing the person making the report or a federal, state, or local governmental body, agency, or organization with jurisdiction over criminal law enforcement, regulatory violations, professional conduct or ethics, or wrongdoing. Examples identified in state law include the South Carolina Law Enforcement Division, Solicitor's Office, State Ethics Commission, State Auditor, Legislative Audit Council, and Office of the Attorney General.

Process to Report Wrongdoing

An employee who has knowledge of or a concern about wrongdoing should submit a report to an appropriate authority. A protected report may be written or oral and should include the date of disclosure, the employee's name, the nature of the alleged wrongdoing, and the date or range of dates when it allegedly occurred. The report must be made within **180 days** of the date the employee first learns of the alleged wrongdoing. State law also recognizes sworn testimony regarding wrongdoing given to specified committees of the South Carolina Senate or House of Representatives.

Confidentiality

The statute does not guarantee complete anonymity. The identity of a reporting employee may need to be disclosed when necessary to conduct an investigation, comply with law, or provide appropriate procedural protections.

Whistleblower Responsibilities

Employees should exercise sound judgment and make reports in good faith. If an appropriate authority determines that a report is unfounded or amounts only to a technical violation and was not made in good faith, disciplinary action may be permitted, including termination.

COA Employee Notice
Employees who believe they have information concerning potential wrongdoing should follow Carolus Online Academy's applicable internal reporting procedures and/or report to another appropriate authority as permitted by South Carolina law. This summary is intended to provide the information required by S.C. Code § 8-27-60 and is not a substitute for the full statute or legal advice.

Reference: South Carolina Code of Laws, Title 8, Chapter 27 - Employment Protection for Reports of Violations of State or Federal Law or Regulation.