

Whistleblower Protection Ordinance Regulations (San Francisco Campaign and Governmental Conduct Code Section 4.100 et seq)

Last Changed March 28, 2016

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Regulation 4.110. Complaints.

(a) A “complaint” can be any formal or informal writing or record such as a letter, email or other communication sufficient to convey what the complainant in good faith believes evidences improper government activity by a city officer or employee. A “complaint” can also include an oral communication that is recorded in writing by the recipient of the complaint or that is accompanied by written information demonstrating improper government activity by a city officer or employee..

Regulation 4.115(a)-1. Other Similar Adverse Employment Actions.

(a) An “other similar adverse employment action” includes effecting any reprisal; or taking or directing others to take, or recommending, or approving, any negative personnel action with regard to any appointment, promotion, transfer, reassignment, performance evaluation, suspension, termination, or other disciplinary action.

Regulation 4.115(b)-1. Preponderance of the Evidence.

(a) As used in Sec. 4.115(b), the preponderance of the evidence standard shall apply during the adjudication of the complaint by the Ethics Commission and shall not apply during the preliminary review or investigation of any complaint.