



TOWN OF NEEDHAM
NORFOLK COUNTY MASSACHUSETTS

**NEEDHAM HUMAN RESOURCES
DEPARTMENT**

NEEDHAM TOWN HALL
1471 Highland Avenue
Needham, MA 02492
TEL: 781-455-7500 X276
FAX: 781-455-0165
TDD: 781-455-7558
E-mail: hr@needhamma.gov
Web Site: www.needhamma.gov

NOTICE TO EMPLOYEES

Employees of the Town of Needham are hereby advised of their rights in accordance with Chapter 149 Section 185.

- The Town of Needham as employer shall not take retaliatory action against an employee because the employee does any of the following:
 - Discloses or threatens to disclose an activity, policy or practice which the employee reasonably believes is a violation of the law, or which the employee believes poses a risk to public health, safety or the environment;
 - Provides information or testifies before a public body conducting an investigation into any violation of the law or risk to public health, safety or environment;
 - Objects to or refuses to participate in activity which the employee reasonably believes is a violation of a law or which the employee reasonably believes poses a risk to public health, safety or the environment.
- The employee must, by written notice, bring the activity, policy or practice in question to the attention of the person designated by the Town to receive such notice unless (A) the employee is reasonably certain that the activity, policy or practice is known to one or more supervisors and the situation is emergency in nature, or (B) the employee reasonably fears physical harm as a result.
- Employees aggrieved by a violation of this law may institute civil action in the Superior Court in accordance with M.G.L. Chapter 149 Section 185 (d).

The Town of Needham has designated:

General Government

Kate Fitzpatrick
Town Manager
Town Hall
Needham, MA 02492

School Department

Daniel E. Gutekanst
Superintendent
School Administration
Needham, MA 02492

To receive written notifications pursuant to this law. For further information, please contact the Town of Needham Human Resources Department at 781-455-7500.