



To: Board of Directors
From: Matt Degner, Superintendent
Date: April 28, 2026
Re: Staff Anonymous Reporting Tool

As part of our continued efforts to enhance communication and transparency, the district is proposing a staff-specific reporting option within the existing Say Something platform. This addition is being proposed in response to requests for a clear, consistent, and confidential method for employees to submit concerns, ask questions, or provide feedback.

This tool allows staff to submit reports anonymously. All submissions will be sent directly to the Ombuds, who will review, assess, and determine any necessary follow-up actions. The process is designed to encourage the submission of meaningful detail while preserving anonymity.

In addition, the tool provides information on how to contact the Ombuds directly, should that be the preferred method.

A screenshot of the staff-facing interface is included below for your review.

This reporting option is intended to complement existing communication channels and provide staff with an additional avenue for sharing feedback.

Additional State-Level Resources:

- *Office of Ombudsman (General State Whistleblower):* Handles complaints against state agencies for mismanagement, abuse, or retaliation.
 - Phone: (515) 281-3592
 - Email: ombudsman@legis.iowa.gov
 - Website: ombudsman.iowa.gov
- *IOSHA Whistleblower Protection (Workplace Safety):* Protects employees who report safety violations or file complaints.
 - Phone: (515) 725-2209
 - Website: dial.iowa.gov/iosha
- *Iowa Civil Rights Commission:* For retaliation based on discrimination.
 - Phone: (515) 281-4121 / (800) 457-4416

Matt Degner – Superintendent of Schools

It is the policy of the Iowa City Community School District not to discriminate on the basis of race, color, national origin, sex, disability, religion, creed, age, marital status, sexual orientation, gender identity and socioeconomic status in its educational programs, activities, or employment practices. There is a grievance procedure for processing complaints of discrimination. If you have questions or a grievance related to this policy, please contact Laura Cottrell for programming at cottrell.laura@iowacityschools.org or Nick Proud for employment at proud.nick@iowacityschools.org, 2255 N. Dubuque Rd, Iowa City, IA 52245, (319) 688-1000. If you are unsure how to proceed or would like assistance in discussing your options, you may also contact Janet Abejo-Parker at ombuds@iowacityschools.org or (319) 688-1312.



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Please use this space to share your concern, question, or feedback. This form is anonymous, and we encourage you to provide as much detail as you are comfortable sharing so we can better understand and address the issue. Once you hit 'Submit', your report will be sent directly to the Ombuds.

Helpful details may include:

- A description of the concern or question
- Any steps that have already been taken
- What support or outcome you are seeking

Important note: This report is completely anonymous; however, if you would like the Ombuds to follow up with you, please provide the appropriate contact information in your report.

If you would like to reach out to someone, are unsure how to proceed, or would like assistance in discussing your options, you may also contact the Ombuds directly at ombuds@iowacityschools.org or (319) 688-1312.

Thank you for taking the time to share your feedback.

Submit

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