This policy is intended to encourage Board members, volunteers, or others to report suspected or actual occurrence/s of illegal, unethical, inappropriate (behaviors and practices) without retribution.

1. The whistle blower should promptly report the suspected or actual event to the Executive Director or President.
2. Should the whistle blower be uncomfortable with or otherwise reluctant to report to these individuals, the whistleblower could then report to the President Elect or the Past President.
3. The whistle blower can report the event with his/her identity or anonymously.
4. The whistle blower shall receive no retaliation or retribution for a report that was provided in good faith— that was not done with malice to damage another or the association.
5. The whistle blower who makes a report that is not done in good faith is subject to termination from the Board or other legal means to protect the reputation of the association and members of the Board.
6. Anyone who retaliates against a whistle blower (who reported in good faith) will be subject to discipline of the Board including termination.
7. Crimes against person and property will be reported to local law enforcement. Officers who receive the reports must promptly act to investigate and/or resolve the issue.
8. Officers who receive the reports must promptly act to investigate and/or resolve the issue.
9. The whistle blower will receive a written report within 10 business days of the initial report, regarding the investigation, disposition and resolution of the issue.
10. If the investigation of the report that was done with good faith and investigated by internal personnel is not to the whistle blower’s satisfaction, then he/ she has the right to report the event to the appropriate legal or investigative agency.
11. The identity of the whistle blower, if known, will remain confidential to those persons directly involved in applying this policy, unless the issue requires investigation by law enforcement, in which case members of the association are subject to subpoena.