

## **WHISTLEBLOWER POLICY**

Board resolution: The National Executive Board (NEB) approves the inclusion of the following statement in the Code of Conduct and directs the National President to ensure that it is given to and acknowledged by all members. In addition, the National President will ensure that whistleblower protection notification is posted on the national website.

Policy: If any member reasonably believes that some policy, practice, or activity of BSMOA is in violation of law, a written complaint may be filed by that member with the National President.

It is the intent of BSMOA to adhere to all laws and regulations that apply to the organization, and the underlying purpose of this Policy is to support the organization's goal of legal compliance. The support of all members is necessary to achieving compliance with various laws and regulations. A member is protected from retaliation only if the member brings the alleged unlawful activity, policy, or practice to the attention of the NEB and provides the NEB with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to members that comply with this requirement.

BSMOA will not retaliate against any member who, in good faith, has made a protest or raised a complaint against some practice of BSMOA, or of another individual or entity with whom SMOA had a business relationship, on the basis of a reasonable belief that the practice is in violation of law or a clear mandate of public policy.

BSMOA will not retaliate against a member who discloses or threatens to disclose to the Chapter Executive Board (CEB), Department Executive Board (DEB), or NEB, or a public body any activity, policy, or practice of BSMOA that the member reasonably believes is in violation of a law, or a rule, or regulation mandated pursuant to law or is in violation of a clear mandate.