

This policy is intended to encourage members, staff (paid and volunteer) and others having business with the Society to report suspected or actual occurrence(s) of illegal and unethical events (behaviors or practices) without retribution.

1. The Whistleblower should promptly report the suspected or actual event to President of the organization.
2. If the Whistleblower would be uncomfortable or otherwise reluctant to report to the President, then the Whistleblower should report the event to the Past President of the Society.
3. The Whistleblower can report the event identifying themselves or anonymously.
4. The Whistleblower shall receive no retaliation or retribution for a report that was provided in good faith.
5. A Whistleblower who makes a report that is not done in good faith is subject to discipline, including termination from the Board, membership, or employee relationship, and may be subject to other legal means to protect the reputation of the organization and members of its Board and staff.
6. Anyone who retaliates against the Whistleblower (who reported an event in good faith) will be subject to discipline, including possible termination of membership or of Board or employee status.
7. Crimes against person or property, such as assault, rape, burglary, etc., should immediately be reported to local law enforcement personnel.
8. The President must act promptly to deal with the report in a manner consistent with the law and the SCE's Professional Conduct Policy, if applicable to the case at hand.
9. The President and the chair of the Professional Conduct Committee together shall determine the best way to proceed with the inquiry. If any of the above persons are the subjects of the complaint, they shall be replaced. The President shall be replaced by the Secretary. The chair of the Professional Conduct Committee shall be replaced by the next senior member of the Professional Conduct Committee.
10. The Whistleblower shall receive a report within thirty (30) days of the initial report, regarding the ongoing inquiry, disposition, or resolution of the issue.

11. If the inquiry of a report that was done in good faith and completed by internal personnel is not to the Whistleblower's satisfaction, then the Whistleblower has the right to report the event to the appropriate legal or investigative agency.

12. The identity of the Whistleblower, if known, shall remain confidential to those persons directly involved in applying this policy. If the matter is referred for investigation by law enforcement, members of the organization are subject to subpoena. If the matter is deemed to fall within the purview of the Professional Conduct Committee, the Grievance Process outlined in the Standards of Professional Conduct will apply.

*Whistleblower Policy revised and approved by the Executive Committee, April 28, 2021.*

