**The Whistleblower Policy**

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 could report the event to another officer of the Society or to a Board Member.

3. The Whistleblower 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 primarily with malice to damage another or the organization.

5. A Whistleblower who makes a report that is not done in good faith is subject to discipline, including termination of the Board, member or employee relationship, or 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 possibly 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 or other Officer or Board member who receives a report 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 or other Officer or Board Member receiving the complaint, the chair of the Professional Conduct Committee, and the Executive Director 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 Officer or Board member to whom the original report was made. The chair of the Professional Conduct Committee shall be replaced by the next senior member of the Professional Conduct Committee. The Executive Director shall be replaced by another member of the Board, appointed by the President or other officer in the President’s stead.

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 he/she 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 approved by Board, January 8, 2015.