



Board of Directors Policy

Adopted: 9-30-11
Revised: [date]

Whistleblower Policy

This *Whistleblower Policy* of The North American Association of Educational Negotiators (NAEN): (1) encourages members, staff and volunteers to come forward with credible information on illegal practices or serious violations of adopted policies of the NAEN; (2) specifies that the NAEN will protect the person from retaliation; and (3) identifies where such information can be reported.

1. **Encouragement of reporting.** The NAEN encourages complaints, reports or inquiries about illegal practices or serious violations of the NAEN's Bylaws or Policies, including illegal or improper conduct by the NAEN itself, by its leadership, or by others on its behalf. Appropriate subjects to report under this whistleblower policy would include financial improprieties, accounting or audit matters, ethical violations, or other similar illegal or improper practices or policies.

2. **Protection from retaliation.** The NAEN prohibits retaliation by or on behalf of the NAEN against members, staff or volunteers for making good faith complaints, reports or inquiries under this policy or for participating in a review or investigation under this policy. This protection extends to those whose allegations are made in good faith but prove to be mistaken. The NAEN reserves the right to discipline persons who make bad faith, knowingly false, or vexatious complaints, reports or inquiries or who otherwise abuse this policy.

3. **Where to report.** Complaints, reports or inquiries may be made under this policy on a confidential or anonymous basis. They should describe in detail the specific facts demonstrating the bases for the complaints, reports or inquiries. They should be directed to the NAEN's Executive Director or President of the Board of Directors; if both of those persons are implicated in the complaint, report or inquiry, it should be directed to the President-Elect. The NAEN will conduct a prompt, discreet, and objective review or investigation. Members, staff or volunteers must recognize that the NAEN may be unable to fully evaluate a vague or general complaint, report or inquiry that is made anonymously.