

Wheatfield Local Development Corporation Whistleblower Policy

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

1. The Whistleblower should promptly report the suspected or actual event to the Chairman of the WLDC.
2. If the individual does not feel comfortable reporting information to the Chairman, he or she is encouraged to report the information to any member of the Board of Directors.
3. The Whistleblower may choose to remain anonymous except to the person he or she is reporting the incident to. This should be indicated at the time of the report.
4. The identity of the Whistleblower shall 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 organization are subject to subpoena.
5. The Whistleblower 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.
6. A Whistleblower who makes a report that is not done in good faith is subject to discipline, including termination of the Board or employee relationship, or other legal means to protect the reputation of the organization and members of its Board and staff.
7. Anyone who retaliates against the Whistleblower (who reported an event in good faith) will be subject to discipline, including termination of Board or employee status.
8. Crimes against person or property, such as assault, rape, burglary, etc., should immediately be reported to local law enforcement personnel.
9. Board members who receive the reports must promptly act to investigate and/or resolve the issue.
10. The Whistleblower shall receive an initial action report within five business days of the initial report to the Chairman or other Board member regarding the investigation, disposition or resolution of the issue. Resolution of the issue may take longer depending on the severity of the situation.
11. If the investigation of a report, that was done in good faith and investigated 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.

Adopted by LDC Board of Directors
4/11/16


