

Whistleblower Policy

A whistleblower as defined by this Policy is an employee of Stansbury Service Agency (the "Agency") who reports an activity that he/she considers to be illegal, dishonest or prohibited to one or more of the parties specified in this Policy. The whistleblower is not responsible for investigating the activity or for determining fault or corrective measures; appropriate management officers or Trustees are charged with these responsibilities.

Examples of illegal, dishonest or prohibited activities include, but are not limited to:

- Violations of federal, state or local laws rules or regulations
- Gross mismanagement
- Discrimination
- Fraudulent financial reporting
- Abuse of authority, or
- Substantial and specific danger to public health or safety.

If an employee has knowledge of or a concern of illegal, dishonest, or prohibited activity, the employee is to contact his/her immediate Supervisor. The employee must exercise sound judgment to avoid baseless allegations. An employee who intentionally files a false report of wrongdoing will be subject to discipline up to, and including termination.

All reports of illegal, dishonest or prohibited activities will be promptly submitted to the immediate Supervisor, who is responsible to report it to the General Manager, who is responsible for investigating and coordinating corrective action.

Whistleblower protections are provided in two important areas – confidentiality and against retaliation. Insofar as possible, the confidentiality of the whistleblower will be maintained. However, identity may have to be disclosed to conduct a thorough investigation, to comply with the law and to provide accused individuals their legal rights of defense. The Agency will not retaliate against a whistleblower. This includes, but is not limited to, protection from retaliation in the form of an adverse employment action such as termination, compensation decreases, or poor work assignments, and threats of physical harm. Any whistleblower who believes he/she is being retaliated against must contact their immediate Supervisor immediately. The right of a whistleblower for protection against retaliation does not include immunity for any personal wrongdoing that is alleged and investigated.

Employees with any question regarding this Policy should contact the General Manager.

Adopted by Unanimous Board Vote this date: February 13, 2018

_____, Neil Smart, Board Chairman