



WHISTLEBLOWER PROTECTION POLICY

Purpose

To protect a member who reports activity viewed as unlawful or unethical from retaliatory action.

To offer a member a mechanism to report such activity.

To ensure that the Michigan State Council ENA is as compliant as possible with the Sarbanes-Oxley Act of 2002.

Policy

The Michigan State Council ENA, including its officers, will not take retaliatory action against any member for reporting suspected or actual occurrence(s) of illegal, unethical or inappropriate events, behaviors, or practices.

Procedure

1. If any member of Michigan State Council ENA believes that some policy, practice or activity of Michigan State Council ENA is in violation of the law, the member must file a written complaint with the State Council President.
2. It will then be determined who is responsible for investigating and notification of any additional authorities.
3. A member reporting suspected unlawful or unethical activity is to exercise sound judgment to avoid baseless allegations.
4. The whistleblower is protected from retaliation based on reporting activity in accordance with this Policy and Procedure.

5. The right of a whistleblower for protection against retaliation does not include immunity for any personal wrongdoing that is alleged and investigated.

Approved November 2016