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B A S M A A

### **Policy and Procedure #13**

#### **Title: Whistleblower**

If any contract staff or volunteer reasonably believes that some policy, practice, or activity of BASMAA is in violation of law, a written complaint may be filed by that contract staff or volunteer with the Chair of the BASMAA Board of Directors.

It is the intent of BASMAA to adhere to all laws and regulations that apply to the organization, and the underlying purpose of this Policy is to support the organization's goal of legal compliance. The support of all contract staff or volunteers is necessary to achieving compliance with various laws and regulations. A contract staff or volunteer is protected from retaliation only if the contract staff or volunteer brings the alleged unlawful activity, policy, or practice to the attention of BASMAA and provides BASMAA with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to contract staff or volunteers that comply with this requirement.

BASMAA will not retaliate against a contract staff or volunteer who, in good faith, has made a protest or raised a complaint against some practice of BASMAA or of another individual or entity with whom BASMAA had a business relationship, on the basis of a reasonable belief that the practice is in violation of law or a clear mandate of public policy.

BASMAA will not retaliate against a contract staff or volunteer who discloses or threatens to disclose to a supervisor or a public body any activity, policy, or practice of BASMAA that the contract staff or volunteer reasonably believes is in violation of a law, or a rule, or regulation mandated pursuant to law or is in violation of a clear mandate or public policy concerning health, safety, welfare, or protection of the environment.