



Policy

Employee Protection (Whistleblower) Policy

PURPOSE

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.

Scope

If any employee reasonably believes that some policy, practice, or activity of NEON is in violation of law, a written complaint must be filed by that employee with the Executive Director, HR Coordinator or the Board President.

It is the intent of NEON 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 employees is necessary to achieving compliance with various laws and regulations. An employee is protected from retaliation only if the employee brings the alleged unlawful activity, policy, or practice to the attention of Northeast Oregon Network and provides the Northeast Oregon Network with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to employees that comply with this requirement.

NEON will not retaliate against an employee who in good faith, has made a protest or raised a complaint against some practice of NEON, or of another individual or entity with whom NEON has 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.

NEON will not retaliate against employees who disclose or threaten to disclose to a supervisor or a public body, any activity, policy, or practice of NEON that the employee 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 of public policy concerning the health, safety, welfare, or protection of the environment.

Reference the Employee Protection Procedure for further details.

Definition

References



1802 4th Street Ste.A, La Grande, OR. 97850 (541) 624-5101

Nonprofit Risk Management Center. Employee Protection (Whistleblower) Policy
Sample. <http://www.nonprofitrisk.org/library/articles/samplewb.pdf>

Whistleblower Protections in the Nonprofit Sector. Nonprofit Risk Management
Center. <http://www.nonprofitrisk.org/library/articles/employment091005.shtml>

APPROVAL AND REVIEW

POLICY TITLE: Employee Protection Policy

POLICY NUMBER: _____

PREPARED BY: Tayde McAndie, Lisa Ladendorff

DATE: 3/2/2012

APPROVED BY: _____

DATE: _____

Revision History

Version	Date	Revisions	Author	Approval Date
1	5/1/2012	BOD Approval		5/1/2012



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