3.1 WHISTLEBLOWER POLICY

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#### PURPOSE

The purpose of this policy is to deter and detect fraud by establishing a confidential channel of communication by which employees can report activity that they reasonably consider to be illegal, dishonest or in violation of IAFN policies.

#### POLICY

A whistleblower as defined for purposes of this policy is an employee of the International Association of Forensic Nurses who reports an activity that he or she reasonably considers to be illegal, dishonest or in violation of IAFN policies to one or more of the parties specified in this Policy.

The whistleblower is not responsible for investigating the reported activity or for determining fault or corrective measures; appropriate management officials are charged with these responsibilities.

If an employee has knowledge of or a concern about what might be considered illegal or dishonest and fraudulent activity, the employee may contact either the CEO or the IAFN Board President. The employee must exercise sound judgment to avoid baseless allegations. An employee who files a report in bad faith or intentionally files a false report of wrongdoing will be subject to discipline.

The IAFN will protect employees who report in good faith what they reasonably believe to be a violation of state or federal law or conditions or practices that would put the health or safety of employees at risk.

Whistleblower protections are provided in two important areas: confidentiality and against retaliation. Insofar as possible, the confidentiality of the whistleblower will be maintained. However, a whistleblower’s 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.

Any whistleblower who believes he or she is being retaliated against must contact the CEO or the IAFN Board President. The right of a whistleblower for protection against retaliation does not include immunity for any personal wrongdoing that is alleged, investigated and verified.

The IAFN Board of Directors will be responsible for coordinating the investigation and any required corrective actions. Employees with any questions regarding this policy should contact the Executive Director.

**PROCEDURE**

Employees are asked to first report the alleged violation, condition, or practice to a person with supervisory authority over the employee and give the IAFN time to remedy the situation. No employee will be discharged, threatened, or discriminated against in any manner for reporting what they perceive to be wrongdoing.

These are some of the activities which all employees have a right to participate in without being subject to disciplinary action or harassment:

* filing discrimination charges with the Equal Employment Opportunity Commission or a state human rights agency;
* filing unfair labor practice charges with the National Labor Relations Board or a state agency;
* filing a Workers’ Compensation claim;
* filing a complaint with Occupational Safety and Health Administration about safety hazards or refusing an assignment because of fear that it might be dangerous;
* engaging in lawful union activities;
* claiming an equal pay or wage/hour law violation;
* opposing or publicizing policies that violate laws, such as Equal Pay Act, antitrust protection, or fraudulent tax returns;
* reporting fraud, corruption, or other forms of lawbreaking covered by the Racketeering and Corruption Organization Act, the Sarbanes-Oxley Act, the Whistle blowing Protection Act of 1989, or state whistleblower statutes.