

## “Whistle Blower” Protection Policy

Any individual, whether paid staff or independent (non-paid) board member, who wishes to voice a concern regarding an alleged impropriety of any type in connection with the policies contained herein, may do so without fear of reprisals. Employees may notify the Department Adjutant. Non-paid board members may contact the Department Commander, the Department Adjutant, the Department Judge Advocate or any member of the Admin and Advisory Commission if they have a concern they wish to report.

All reported concerns will be handled in the most confidential manner possible as the allegation is investigated. If the allegation is found to have merit, appropriate action will be taken as determined by the Admin and Advisory Commission if the allegation concerns an independent (non-paid) board member and by the Department Adjutant if it concerns a paid employee. If the allegation concerns a paid officer, the Admin and Advisory Commission will determine the appropriate handling of the matter.

participating in complaints, report suspected violations of this policy, participate in an investigation may do so without fear of retaliation or adverse employment action and with confidence that their concerns will be thoroughly investigated and dealt with.

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Signature of member

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Date