



BOARD/GOVERNANCE POLICY

Title: Whistleblower Protection	Number: (insert policy #-optional)
Cross Reference: (include other policies that may relate)	
Approved by: Illinois State Council Board of Directors	Origination Date: 1/17/2015
Revised by: Illinois State Council Board of Directors	Approval Date: 1/17/2015
	Revision Date: 5/4/2016

POLICY:

- 1.1 To protect a member who reports activity viewed as unlawful or unethical from retaliatory action.
- 1.2 To offer a member a mechanism to report such activity.
- 1.3 To ensure that Illinois ENA is as compliant as possible with the Sarbanes-Oxley Act of 2002.

STANDARDS/CRITERIA:

- 2.1 Illinois 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:

- 3.1 If any member of Illinois ENA believes that some policy, practice, or activity of Illinois ENA is in violation of the law, the member must file a written complaint with the president.
- 3.2 It will then be determined who is responsible for investigating and notification of any additional authorities.
- 3.3 A member reporting suspected unlawful or unethical activity is to exercise sound judgment to avoid baseless allegations.
- 3.4 The whistleblower is protected from retaliation based on reporting activity in accordance with this policy and procedure.
- 3.5 The right of a whistleblower for protection against retaliation does not include immunity for any personal wrongdoing that is alleged and investigated.