



WHISTLEBLOWER POLICY & PROCEDURES

Purpose

The purpose of the Whistleblower policy is to maintain the integrity of the Oregon Master Gardener™ Association. It assures that members can safely report information regarding illegal practices or serious violations of adopted policies of the Association by its leadership, or by others on its behalf. The policy provides a confidential reporting process and protects the members from retaliation.

1. Encouragement of reporting concerns.

Reporting based upon good faith concerns is strongly encouraged.

Appropriate subjects would include financial improprieties, accounting or audit matters, ethical violations, or other similar illegal or improper practices or policies.

2. Protection from Retaliation.

This protection extends to those whose allegations are made in good faith but prove to be mistaken.

The Association may hold person(s) accountable who make bad faith, knowingly false, or vexatious complaints, reports or inquiries or who otherwise abuse this policy.

3. Reporting process.

Concerns should be directed to the President or President-Elect of the Association.

If both of those persons are implicated in the complaint, report or inquiry, it should be directed to the Vice President of the Association.

The Association will conduct a confidential, prompt, discreet, and objective review or investigation.

Association may not be able to fully evaluate a vague or general complaint, report, or inquiry.