

Whistleblower Policy

Barr Lake and Milton Reservoir Watershed Association

The objective of the Barr Lake and Milton Reservoir Watershed Association's (Association) Whistleblower Policy is to establish a policy for the protection of directors, volunteers, contractors and employees (hereafter referred to as "Staff") reporting Concerns from retaliation, harassment, or adverse employment consequences related to complaints of organizational wrongdoing.

The BMW Association encourages Staff to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. Staff representatives of the organization should practice honesty and integrity in fulfilling their responsibilities and comply with all applicable laws and regulations.

If any Staff reasonably believes that some policy, practice, or activity of the Association's is in violation of law, a written complaint must be filed by that person with either the Board President or Vice President.

It is the intent of the Association 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 Staff is necessary to achieving compliance with various laws and regulations. Staff are protected from retaliation only if they bring the alleged unlawful activity, policy, or practice to the attention of Association and provide the Association with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described herein is only available to Staff that comply with this requirement.

The Association will not retaliate against Staff who, in good faith, have made a protest or raised a complaint against some practice of the Association or of another individual or entity with whom the Association 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.

The Association will not retaliate against Staff who disclose or threaten to disclose to a supervisor or a public body, any activity, policy, or practice of Association that they 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.

This policy will be reviewed and adjusted as necessary by the Association Board of Directors on an annual basis.

Original Adoption Date: 12-10-13

Modification Dates: 08-28-18