

PJSA Whistleblower Policy

This policy is intended to encourage PJSA Board members, the Executive Director and other staff (paid and volunteer) and members to report suspected or actual occurrence(s) of illegal, unethical or inappropriate events (behaviors or practices) without retribution.

1. The Whistleblower should promptly report the suspected or actual event to the Executive Director, or to either Cochair of the board.
2. If the Whistleblower would be uncomfortable or otherwise reluctant to report to the E.D. or cochair, then the Whistleblower should report the event to the PJSA ethics chair on the board, who will form a committee for any substantive claims.
3. The Whistleblower can report the event with his/her identity or anonymously.
4. The Whistleblower shall receive no retaliation or retribution for a report that was provided in good faith – not done primarily with malice to damage another or the organization.
5. A Whistleblower who makes a report that is not done in good faith is subject to discipline, including termination of the Board or employee relationship, or other legal means to protect the reputation of the organization and members of its Board and staff.
6. Anyone who retaliates against the Whistleblower (who reported an event in good faith) will be subject to discipline, including termination of Board or employee status.
7. Crimes against person or property, such as assault, rape, burglary, etc., should immediately be reported to local law enforcement personnel.
8. The Executive Director, Board Ethics Chair, Ethics Committee members and/or Board members who receive the reports must promptly act to refer, investigate and/or resolve the issue.
9. The Whistleblower shall receive a report within eight weeks of the initial report, regarding the investigation, disposition or resolution of the issue.
10. If the investigation of a report, that was done in good faith and investigated by internal personnel, is not to the Whistleblower's satisfaction, then he/she has the right to report the event to the appropriate legal or investigative agency.
11. The identity of the Whistleblower, if known, shall remain confidential to those persons directly involved in applying this policy, unless the issue requires investigation by law enforcement, in which case members of the organization are subject to subpoena.

This policy was approved by PJSA board of directors on 9/26/2010.