

# 173d Airborne Brigade Foundation

## Whistleblower Policy

This **Whistleblower Policy** of the 173d Airborne Brigade Foundation (1) encourages board members and volunteers to come forward with credible information on illegal practices or serious violation of adopted policies of the 173d Airborne Brigade Foundation; (2) specifies that the 173d Airborne Brigade Foundation will protect the person from retaliation; and (3) identifies where such information can be reported.

- 1. Encouragement of reporting.** The 173d Airborne Brigade Foundation encourages complaints, reports or inquires about illegal practices or serious violations of the 173d Airborne Brigade Foundation policies, including illegal or improper conduct by the 173d Airborne Brigade Foundation itself, its leadership, or by others on its behalf. Appropriate subjects to raise under this policy would include financial improprieties, accounting or audit matters, ethical violations, or other similar illegal or improper practices or policies. Other subjects on which the 173d Airborne Brigade Foundation has existing complaint mechanisms should be addressed under those mechanisms. This policy is not intended to provide a means of appeal from outcomes in those other mechanisms.
- 2. Protection from Retaliation.** The 173d Airborne Brigade Foundation prohibits retaliation by or on behalf of the 173d Airborne Brigade Foundation against board members or volunteers for making good faith complaints, reports or inquires under this policy or for participating in a review or investigation under this policy. The protection extends to those whose allegations are made in good faith but prove to be mistaken. The 173d Airborne Brigade Foundation reserves the right to discipline persons who make bad faith, knowingly false, or vexatious complaints, reports or inquires or who otherwise abuse this policy.

Insofar as possible, the confidentiality of the whistleblower will be maintained. However, identity may have to be disclosed to conduct a thorough investigation, to comply with the law and to provide accused individuals their legal right of defense.

- 3. Where to report.** Complaints, reports or inquires may be made under this policy on a confidential or anonymous basis. They should describe in detail the specific facts demonstrating the basis of the complaints, reports or inquires. They should be directed to the 173d Airborne Brigade Foundation President immediately, if this person is implicated in the complaint, report or inquire, it should be directed to the 173d Airborne Brigade Foundation Vice President. The 173d Airborne Brigade Foundation will conduct a prompt, discreet, and objective review or investigation. Directors or volunteers must recognize that the 173d Airborne Brigade Foundation may be unable to fully evaluate a vague or general complaint, report, or inquiry that is made anonymously.