



## **Whistleblower Protection Policy**

### **Purpose**

1. To protect any member of Kansas Emergency Nurses Association (KENA) who reports an activity viewed as unlawful or unethical from retaliatory action.

### **Policy**

1. KENA will not take retaliatory action against any member for reporting an activity such as a violation of state or federal law, and other fraudulent or inappropriate financial reporting or management.

### **Standards/Criteria**

1. Provisions of Sarbanes-Oxley Act of 2002 apply to not-for-profits. It is possible that criminal action could be brought against KENA for any form of retaliation against a member because he or she reports a suspected violation of federal law.

### **Operational Procedures**

1. A member with knowledge or a concern relative to illegal or dishonest fraudulent activity is to communicate these concerns by contacting any member of the Board. If this is not an option, the member should contact the National Board Liaison assigned to the state.
2. The board member is to bring any report of illegal and dishonest activity to the President of the Board or National Board Liaison assigned to the state who in turn will work with the appropriate National ENA leadership or legal counsel.
3. It will then be determined who is responsible for investigating and notification of any additional authorities.
4. A member reporting suspected illegal or unethical activity is to exercise sound judgment to avoid baseless allegations.
5. The whistleblower is protected from retaliation based on reporting activity in accordance with this Policy and Procedure.
6. The right of a whistleblower for protection against retaliation does not include immunity for any personal wrongdoing that is alleged and investigated.

Adopted: 10/14/2011



Kansas State Council

Revised:

Review: