

	<p style="text-align: center;">MARC AGENCY POLICY: WHISTLEBLOWER</p> <p style="text-align: right;">Policy No: 2</p>
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WHISTLEBLOWER POLICY

PURPOSE

MARC is committed to lawful and ethical behavior in all of its activities and requires all staff to act in accordance with all applicable laws, regulations and policies and to observe high standards of business and personal ethics in the conduct of their duties and responsibilities.

This policy is intended to:

- Encourage individuals to bring ethical or legal violations to the attention of an internal or external authority so that action can be taken to resolve the problem.
- Establish guidance and procedures for staff (paid and volunteer) or others to report illegal, unethical or inappropriate behaviors or practices, in good faith, without fear of retribution.
- To provide a constructive process for individuals to report issues of concern.
- Emphasize the importance of adherence to MARC’s standards of conduct.

1. Overview

A whistleblower is a person (often an employee) who raises a concern about serious wrongdoing occurring in an organization. Examples of misconduct that might lead to whistleblowing include the violation of laws, rules or regulations; fraud, mismanagement or corruption; or direct threats to the public interest, such as health or safety violations.

In general, whistleblowing refers to reporting misconduct outside the normal chain of command. Most workplace issues are, and to the extent possible, should be resolved by working with direct supervisors and department directors as described in the Issues Resolution policy. However, if an individual, acting in good faith, has reasonable grounds for believing that serious wrongdoing is taking place that has not been addressed or cannot be addressed through normal channels, he or she has the option of “whistleblowing” without fear of retribution.

Examples of the types of situations a whistleblower might report may include, but are not limited, to the following:

- A violation of law.
- Questionable accounting or monitoring practices.
- Discrimination based on protected classes.
- Fraud, waste or mismanagement.

Examples of problems that can be addressed through normal issues resolution procedures may include, but are not limited, to the following:

- Disagreements or misunderstandings between employees.
- Issues related to employment or working conditions.
- Personality conflicts.

- Working relationships between employees or employees and supervisors.

2. Reporting Procedures

Individuals may report misconduct, without fear of retribution, through the following procedures:

- For internal employee relations issues, seek assistance from supervisors, department directors or Human Resources staff as described in the Issues Resolution policy. For issues related to harassment, immediately report to a supervisor, department director, executive director or Human Resources as described in the Harassment-Free workplace policy.
- For all other issues related to suspected fraud, theft, harassment or other illegal activity, contact a supervisor, department director, executive director or call the “WeTip” hotline at 1-800-782-7463 or go online to www.wetip.com.

3. After the Report

Response procedures for whistleblower reports will vary according to how the report was made.

- Reports to the “WeTip” hotline are forwarded to designated members of MARC’s management team (i.e., the Executive Director, Finance and Administration Department Director, Human Resources Manager, and MARC Board Chair) for review and resolution.

All reports will be acknowledged promptly and handled with due care and diligence. Those who receive the reports have the full authority to investigate all concerns raised, and may use other resources such as legal counsel, accountants, private investigators or others as reasonably necessary to conduct a full and complete investigation. Reports and concerns will be kept confidential to the extent possible.

If a report is found to be of merit or is substantiated, MARC management will take appropriate steps and will adhere to the federal rules for that grant, if applicable. No employee who, in good faith, makes a whistleblowing report will be threatened, discriminated against or otherwise subject to any retaliation or adverse employment consequences. Any staff member who attempts to retaliate against someone who reported a concern in good faith may be subject to discipline.

Allegations that prove to have been made maliciously, recklessly, with gross negligence, or with the foreknowledge that the allegations are false, will be viewed as a serious offense and may result in disciplinary action against the reporting employee.

Any situation involving an issue relating to harassment should be reported **immediately** to the employee’s supervisor, department director, executive director or Human Resources. Specific information relating to MARC’s policy regarding a harassment-free workplace can be found on the MARC intranet under Policies. Complaints of this nature are taken very seriously and will be fully investigated.

BOARD APPROVAL AND REVISION DATES

Approved: January 25, 2011

Revised: January 26, 2021