

EL DORADO COUNTY FIRE SAFE COUNCIL

Article XIV. Whistle Blower Policy

Section 14.01 It is the intent of the EDCFSC 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 members of the organization, its officers and contractors is necessary to achieving compliance with various laws and regulations.

Section 14.02 If any employee, contractor, officer, volunteer or Board member believes that some policy, practice, or activity of the El Dorado County Fire Safe Council is in violation of law, a written complaint may be filed by that person with the Executive Coordinator or the Chairman of the Board of Directors.

- (a) The complaint must be filed within 12 months of the alleged violation.
- (b) An ad hoc committee made up of Board officers, Board members and representatives of Associate Councils will be formed to investigate the complaint. This committee must consist of at least five people none of whom are involved in the complaint.

Section 14.03 A member of the EDCFSC is protected from retaliation if the individual brings the alleged unlawful activity, policy or practice to the attention of a Board officer or the Executive Coordinator and provides them with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to members of the organization that comply with this requirement. EDCFSC will not retaliate against an employee who, in good faith, has made a protest or raised a complaint against some practice of EDCFSC, or of another individual or entity with whom EDCFSC had 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. EDCFSC will not retaliate against an employee who discloses or threatens to disclose to a supervisor or a public body any activity, policy, or practice of EDCFSC that the employee 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 or public policy concerning health, safety, welfare, or protection of the environment.

Section 14.04 All Officers, Board members, Associates or affiliated contractors, contract employees and volunteers shall be made aware of this policy. A copy of this policy will be provided with all Association Agreements, Board Member Agreements, and contracts. A signature on the agreement or contract indicates that the policy has been made available.