

WHISTLEBLOWER POLICY

The American Agricultural Law Association (AALA) Whistleblower Policy: (1) encourages staff and volunteers to come forward with credible information on illegal practices or serious violations of adopted policies of the association; (2) specifies that the association will protect the person from retaliation; and (3) identifies where such information can be reported.

1. **Encouragement of reporting.** AALA encourages complaints, reports, or inquiries about illegal practices or serious violations of the association's policies, including illegal or improper conduct by the association itself, by its leadership, or by others on its behalf. Appropriate subjects to raise under this policy would include financial improprieties, accounting or auditing matters, ethical violations, or other similar illegal or improper practices or policies.
2. **Protection from retaliation.** AALA prohibits retaliation by or on behalf of the association against staff or volunteers for making good-faith complaints, reports, or inquiries under this policy or for participating in a review or investigation under this policy. This protection extends to those whose allegations are made in good faith but prove to be mistaken. AALA reserves the right to discipline or take other action against persons who make bad-faith, knowingly false, or vexatious complaints, reports, or inquiries or who otherwise abuse this policy.
3. **Where to report.** Complaints, reports, or inquiries may be made under this policy on a confidential or anonymous basis. They should describe in detail the specific facts demonstrating the basis for the complaints, reports, or inquiries. They should be directed to the AALA president or executive director. If both of those persons are implicated in the complaint, report, or inquiry, it should be directed to any officer of the association. AALA will conduct a prompt, discreet, and objective review or investigation. Staff or volunteers must recognize that the association may be unable to evaluate fully a vague or general complaint, report, or inquiry that is made anonymously.

ANNUAL CERTIFICATION

I have read and understand the above and agree to abide by this Whistleblower Policy.

Signed: _____ Date: _____

Printed name: _____

Position: _____