



## Public Employees Supervisors' Union Whistle-Blower Policy

The Public Employees Supervisors' Union as a nonprofit is committed to operating in compliance with all applicable laws, rules and regulations, including those concerning accounting and auditing, and prohibits fraudulent practices by any of its board members, officers, shop stewards, or volunteers. This policy outlines a procedure for members to report actions that a member reasonably believes violate a law, or regulation or that constitutes fraudulent accounting or other practices. This policy applies to any matter which is related to the Public Employees Supervisors' Union's business and does not relate to private acts of an individual not connected to the business of the Public Employees Supervisors' Union.

If a member has a reasonable belief that a member of the Public Employees Supervisors' Union has engaged in any action that violates any applicable law, or regulation, including those concerning accounting and auditing, or constitutes a fraudulent practice, the member is expected to immediately report such information to [the President]. If the member does not feel comfortable reporting the information to the President, he or she is expected to report the information to the [Executive Board or shop steward].

All reports will be followed up promptly, and an investigation conducted. In conducting its investigations, the Public Employees Supervisors' Union will strive to keep the identity of the complaining member as confidential as possible, while conducting an adequate review and investigation.

The Public Employees Supervisors' Union will not retaliate against a member in the terms and conditions of membership because that member: (a) reports to a shop steward, the Executive Board, the President or to a federal, state or local agency what the member believes in good faith to be a violation of the law; or (b) participates in good faith in any resulting investigation or proceeding, or (c) exercises his or her rights under any state or federal law(s) or regulation(s) to pursue a claim or take legal action to protect the member's rights.

The Public Employees Supervisors' Union may take disciplinary action (up to and including expulsion from the Association) against a member who in the Executive Board's assessment has engaged in retaliatory conduct in violation of this policy.

[In addition, the Public Employees Supervisors' Union will not, with the intent to retaliate, take any action harmful to any member who has provided to law enforcement personnel or court truthful information relating to the commission or possible commission by the Public Employees Supervisors' Union or any of its members of a violation of any applicable law or regulation.]

Shop stewards and members will be trained on this policy and the Public Employees Supervisors' Union's prohibition against retaliation in accordance with this policy.