

DEPARTMENT OF NEW MEXICO
VETERANS OF FOREIGN WARS OF THE UNITED STATES
Whistleblower Policy

A whistleblower, as defined in this policy, is an officer, Council Member or member/volunteer of the Veterans of Foreign Wars, Department of New Mexico; who reports an activity that he/she believes to be illegal or dishonest or violates the By-Laws or policies of the organization. The whistleblower is not responsible for investigating the matter, other than making himself/herself reasonably comfortable that the reported information is credible, or for determining fault or corrective measures. That is the responsibility of the appropriate officers and/or Council Members.

Examples of illegal or dishonest activities are violations of Federal, State or local laws; requesting or accepting bribes, kickbacks or benefits from vendors, or other fraudulent financial reporting. Examples of violations of the By-Laws or policies could be failure to enforce By-Law provisions or refusing to comply with policies concerning travel and reimbursement.

If an officer, Council Member or member/volunteer has knowledge of such conduct, the officer, Council Member or member/volunteer may report it to the State Commander or, if the Commander is thought to be involved, to the Council of Administration. The officer, Council Member or member/volunteer should base his/her allegations on credible information and use sound judgment to avoid baseless allegations. Intentionally making a false report of wrongdoing may subject the individual to discipline.

Whistleblower protections are provided in two important areas – confidentiality and against retaliation. Insofar as possible, the confidentiality of the whistleblower will be maintained. However, identity may be disclosed in order to conduct a thorough investigation, comply with law or provide individuals their legal rights. VFW will not retaliate against a whistleblower. Any whistleblower who believes he/she has been subjected to retaliation must contact the Commander or, if the Commander is thought to be involved, to the Council of Administration.

The right of a whistleblower for protection against retaliation does not include complete immunity for any personal wrongdoing in which the whistleblower participated.

Approved by the Council of Administration; June 20, 2010

WHISTLEBLOWER POLICY ACKNOWLEDGMENT
Sign and return to Department HQ's, Keep Policy for your records.
Copies provided upon request

I acknowledge that I have received and read the Veterans of Foreign Wars, Department of New Mexico Whistleblower Policy. I understand that I am responsible for adhering to the principles and standards of this Policy. I confirm that I will conduct myself in accordance with the principles and standards of this Policy.

Signature

Printed Name

Date

(ask about a Post version of this document)