

Vermont Association of Broadcasters

Whistleblower Policy

The Vermont Association of Broadcasters 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: The VAB 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 include financial improprieties, accounting or audit matters, ethical violations, alleged discrimination, harassment or other similar illegal or improper practices or policies.

2. Protection from Retaliation: VAB 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. The Association reserves the right to discipline 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.

Complaints, reports or inquiries should be directed to the VAB Executive Director, unless the Executive Director is the person making the complaint, report or inquiry or the person being implicated, in which case the complaint, report or inquiry should be directed to the President of the Board of Directors.

The Association will conduct a prompt, discreet and objective review or investigation of the complaint, report or inquiry. Staff or volunteers must recognize that the Association may be unable to fully evaluate a vague or general complaint, report or inquiry that is made anonymously.

***Approved and Adopted by the Vermont Association of Broadcasters Board of Directors
September 11, 2019***