



Veterans of Foreign Wars of the United States
DEPARTMENT OF SOUTH CAROLINA



POST _____ WHISTLEBLOWER POLICY

- ⇒ The Department of South Carolina VFW, **POST _____** approves the inclusion of the following statement, directing the Department of South Carolina VFW State Commander to ensure that it is given to and acknowledged by all members (Comrades) of **POST _____** or employees. In addition, the Department of South Carolina VFW, **POST _____** Commander will ensure that whistleblower protection notification is posted in the Post home or if the Post does not have a Post home, then at the Adjutant's home or at the Adjutant/Quartermaster's home, as required by state law.
- ◆ **Policy:** If any member of **POST _____** (both elected and appointed), or employees, believes that some policy, practice of **POST _____** is in violation of law, a written complaint may be filed by that member (comrade or employee) with the Post Commander.
- It is the intent of the Department of South Carolina VFW, **POST _____** 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 (Comrades) of **POST _____** or employee (s) is necessary to achieving compliance with various laws and regulations. A member (Comrade) of the Department of South Carolina VFW, **POST _____**, or employee (s) is protected from retaliation only if the member (Comrade) of **POST _____**, or employee (s), brings the alleged unlawful activity, policy or practice to the attention of the Department of South Carolina VFW, **POST _____** Commander and provides the Department of South Carolina VFW, **POST _____** Commander with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to members (Comrades) of **POST _____**, or employees that comply with this requirement.
- The Department of South Carolina VFW, **POST _____** will not retaliate against a member (Comrade), or employee who, in good faith, has made a protest or raised a complaint against some practice the Department of South Carolina VFW, **POST _____** or of another individual or entity with whom the Department of South Carolina VFW, **POST _____** 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.
- The Department of South Carolina VFW, **POST _____** will not retaliate against a member (Comrade) of **POST _____**, or employee (s) who discloses or threatens to disclose to the Department of South Carolina VFW, **POST _____** Commander or another member of the Department of South Carolina VFW, **POST _____** or public body any activity, policy, or practice of the Department of South Carolina VFW, **POST _____** that the member (Comrade) of **POST _____** or 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.

elected, appointed member (Comrade) of the Post or employee's signature

print your name

date