



# NH State Referee Committee

## Whistleblower Policy

<i>Purpose</i>	<p>This Whistleblower Policy is designed to provide a mechanism for NH SRC members, volunteers, employees and independent contractors to raise good faith concerns regarding suspected violations of law or NH SRC policy; to facilitate cooperation in any inquiry or investigation by any court, agency, law enforcement, or other governmental body; and to protect individuals who take such action from retaliation or any threat of retaliation by any other member or agent of the NH SRC.</p>
<i>Scope</i>	<p>This Policy applies to all NH SRC members, volunteers, employees, including part-time, temporary, and independent contractors, as well as directors, officers, and other organization volunteers.</p>
<i>Policy</i>	<p>The NH SRC is committed to maintaining an environment where members are free to raise good faith concerns regarding the NH SRC's business practices. Members should be encouraged to report suspected violations of the law on the part of the NH SRC; to identify potential violations of the NH SRC policy; and to provide truthful information in connection with any official inquiry or investigation.</p> <p>The NH SRC expressly prohibits any form of retaliation, including harassment, intimidation, adverse employment actions, or any other form of retaliation, against members who raise suspected violations of law, cooperate in inquiries or investigations, or identify potential violations of the NH SRC policies. Any member who engages in retaliation will be subject to discipline, up to and including suspension or permanent revocation of certification.</p>
<i>Procedure</i>	<p>Reports of suspected violations of law or policy and reports of retaliation will be investigated promptly and in a manner intended to protect confidentiality. The NH SRC Executive Board will manage such investigation, and may request the assistance of counsel or other outside parties as he or she deems necessary. The NH SRC Executive Board will prepare a report of the findings of the investigation and submit such report to the State Referee Committee.</p> <p>In the event that a report concerns a member of the NHSRC Executive Board, he or she shall recuse himself or herself from the proceedings.</p> <p>Any member who believes that he or she has been subjected to any form of retaliation as a result of reporting a suspected violation of law or policy should immediately report such incident to the NH SRC Executive Board.</p>