



Dracut Access Television, Inc. (DATV) Whistleblower Policy

Date Approved: 10/26/2020

Date Reviewed:

Date Revised: New Policy

I. General

DATV's Code of Conduct / Ethics / Conflict of Interest Policy ("Code") requires Board members, Officers, and Staff to observe high standards of business and personal ethics in the conduct of their duties and responsibilities.

As representatives of DATV, Board members, Officers, and Staff must practice honesty and integrity in fulfilling their responsibilities and comply with all applicable laws and regulations.

II. Reporting Responsibility

It is the responsibility of all Board members, Officers, and Staff to comply with and to report violations or suspected violations of the Code, DATV policies, or laws in accordance with this policy.

III. No Retaliation

No Board member, Officer, Staff, volunteer, or contractor who in good faith reports a violation of the Code, DATV policies, or law shall suffer harassment, retaliation, or adverse employment consequence.

An employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment.

A Board member or Officer who retaliates against someone who has reported a violation in good faith is subject to removal.

This Whistleblower Policy is intended to encourage and enable employees and others to raise serious concerns within DATV prior to seeking resolution outside DATV.

IV. Reporting Violations

Board members, Officers, and Staff, and volunteers should share their questions, concerns, suggestions or complaints with someone who can address them properly.

In most cases, employees and volunteers should report to the DATV Executive Director.

However, if an employee or volunteer is not comfortable speaking with the Executive Director or is not satisfied with the response, that employee or volunteer is encouraged to report to any Officer or member of the Board.

V. Acting in Good Faith

Any good faith report, concern or complaint is fully protected by this policy, even if the report, question or concern is, after investigation, not substantiated.

Anyone filing a complaint concerning a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation of the Code, DATV policy, or law. Any allegations that prove not to be substantiated and have been made maliciously or with knowledge that they were false will be treated as a serious disciplinary offense.

VI. Confidentiality

Upon the request of the complainant, DATV will use its best efforts to protect the confidentiality of the complainant for any good faith report. Violations or suspected violations may be submitted on a confidential basis by the complainant or may be submitted anonymously. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

VII. Handling of Reported Violations

All reports will be promptly investigated and appropriate corrective action will be taken if warranted by the investigation. The complainant will be informed that follow-up has or is occurring within two weeks after the Executive Director or board officer has received the complaint or report. The Board of Directors shall be informed of all such complaints or reports.

APPROVAL AND INTERPRETATION OF THIS POLICY WILL BE MADE BY:

Board of Directors

Date