WHISTLEBLOWER PROTECTION POLICY
2023-2024

If any board member, staff or volunteer reasonably believes that some policy, practice, or activity of Assistance League of Antelope Valley is in violation of law, a written compliant must be filed by that individual with the Board President or Executive Director.

It is the intent of Assistance League of Antelope Valley 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 board members, staff and volunteers is necessary to achieving compliance with various laws and regulations. Any individual is protected from retaliation only if the alleged unlawful activity, policy, or practice is brought to the attention of Assistance League of Antelope Valley and provides the Assistance League with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to individuals that comply with this requirement.

Assistance League of Antelope Valley will not retaliate against an individual who in good faith, has made a protest or raised a complaint against some practice of Assistance League of Antelope Valley, or of another individual or entity with whom Assistance League of Antelope Valley has 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.

Assistance League of Antelope Valley will not retaliate against any individual who discloses or threaten to disclose to a supervisor or a public body, any activity, policy, or practice of Assistance League of Antelope Valley that the person reasonable 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 the health, safety, welfare, or protection of the environment.

This Policy will be required to be reviewed annually and to acknowledge such in writing.