**Whistleblower Policy**

The Council for Exceptional Children Division on Visual Impairment and Deafblindness (DVIDB) Board adopts the following policy, and directs the President to ensure that the policy is provided to all individuals providing service to the organization.

DVIDB is committed to compliance with all applicable laws, regulations, and international conventions in all of its activities. DVIDB requires lawful and ethical behavior of its officers, Board of Directors members, staff and volunteers. Further, DVIDB expects high standards of business and personal ethics in the fulfillment of their duties and responsibilities.

**Reporting**

The purpose of this policy is to support the organization’s goal of legal and ethical compliance. DVIDB encourages its officers, Board members, staff, and volunteers to share their questions, concerns, suggestions, or complaints with someone who can address them properly. It is the responsibility of all officers, Board members, and volunteers to report legal or ethics violations. If any individual reasonably believes that a policy, practice, or activity of the organization is in violation of the law, public policy, or DVIDB Policies that individual will be protected from retaliation if he or she reports the alleged policy, practice, or activity to the President, or President Elect and provides the President or President Elect with reasonable opportunity to investigate and correct the alleged inappropriate activity. If the reporting individual is uncomfortable speaking with or not satisfied with the response of the foregoing individuals, the issue may be reported to any member of the Board. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the parameters of an adequate investigation.

**Retaliation**

No officer, board member, or volunteer who makes a good faith report under this policy (or who cooperates in inquiries or investigations) shall suffer harassment, retaliation, or adverse employment consequence. Any person who retaliates against an individual who has reported a violation in good faith is subject to discipline.

**Acting in Good Faith**

To be protected by this policy, individuals who report violations or suspected violations must be acting in good faith based on a reasonable belief that the reported information represents a valid policy, ethical or legal violation. Unsubstantiated allegations or reports that prove to have been made falsely or maliciously will be viewed as a serious disciplinary offense.

**Acknowledgment by DVIDB Board Members**

My signature below indicates my acknowledgment of receipt and understanding of this policy. In addition, I verify that I have been given the opportunity to ask questions about the policy.

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 Signature Date

Acknowledgment: The source of this document language was provided by the Wisconsin Council for Administrators of Special Services: Board of Directors Handbook