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POLICY

If any employee reasonably believes some policy, practice, or activity of the Kaw Nation is in violation of law, a written complaint must be filed by that employee with the Human Resources Dept.

It is the intent of the Kaw Nation 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 employees is necessary to achieving compliance with various laws and regulations. An employee is protected from retaliation only if the employee brings the alleged unlawful activity, policy, or practice to the attention of Kaw Nation and provides the Kaw Nation with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to employees that comply with this requirement.

Kaw Nation will not retaliate against an employee (which includes harassment, termination, or blacklisting), who in good faith, has made a protest or raised a complaint against some practice of Kaw Nation, or of another individual or entity with whom Kaw Nation has a business relationship, on the basis of a reasonable belief the practice is in violation of law, or a clear mandate of public policy.

Kaw Nation will not retaliate against employees who disclose or threaten to disclose to a supervisor or a public body, any activity, policy, or practice of Kaw Nation, the employee reasonably believes is in violation of law, or a rule, or regulation mandated pursuant to law or is in violation of a clear mandate of public policy concerning the health, safety, welfare, or protection of the environment. Employees have the right to raise concerns without being subjected to reprisal, and any employee, who does retaliate in any of the manners described above, will be subjected to disciplinary action, up to and including termination of employment.