

**Policy #: 42-16**

**Date:**

**Policy and Procedure: Whistle Blower Policy**

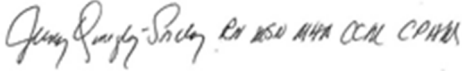
**Purpose:** The purpose of this policy is to provide all CMSNE Board members, committee members and staff with guidelines for the reporting of unethical or illegal behavior by CMSNE Board members, committee members, or staff.

**Policy:** CMSNE is committed to lawful and ethical behavior in all of its activities and requires its Board members, committee members and staff (“CMSNE person”) to conduct themselves in a manner that complies with all applicable laws and regulations.

**Procedure:** At any time a CMSNE person has a concern regarding the propriety or legality of any action contemplated to be taken or that has been taken by CMSNE or any other CMSNE person, or believes that an action needs to be taken for CMSNE to be in compliance with the law or appropriate ethical standards, the CMSNE person should promptly advise the CMSNE President or Executive Director unless the CMSNE President or Executive Director is himself/herself the subject of the concern, in which case the CMSNE person should contact another CMSNE Board of Directors member.

Every effort will be made to investigate a report by a CMSNE person as discreetly as possible. Because of the need to investigate the report, correct a problem, or prevent future problems, CMSNE cannot, however, promise complete confidentiality.

No CMSNE person will be discharged, threatened, or discriminated against in any manner for reporting in good faith what he or she perceives to be wrongdoing, violations of law, or unethical conduct.

Signed off:   
Jenny Quigley Stickney, President 2015-2017

Date: 1/11/17