



Veterans of Foreign Wars of the United States
DEPARTMENT OF SOUTH CAROLINA



POST _____ WHISTLEBLOWER POLICY

⇒ The Department of South Carolina VFW, Post _____ approves the inclusion of the following statement, directing the Department of South Carolina VFW State Commander to ensure that it is given to and acknowledged by all members (Comrades) of Post _____ or employees. In addition, the Department of South Carolina VFW, Post _____ Commander will ensure that whistleblower protection notification is posted in the Post home or if the Post does not have a Post home, then at the Adjutant's home or at the Adjutant/Quartermaster's home, as required by state law.

◆ **Policy:** If any member of Post _____ (both elected and appointed), or employees, believes that some policy, practice of Post _____ is in violation of law, a written complaint may be filed by that member (comrade or employee) with the Post Commander.

- It is the intent of the Department of South Carolina VFW, Post _____ 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 members (Comrades) of Post _____, or employee (s) is necessary to achieving compliance with various laws and regulations. A member (Comrade) of the Department of South Carolina VFW, Post _____, or employee (s) is protected from retaliation only if the member (Comrade) of Post _____, or employee (s), brings the alleged unlawful activity, policy or practice to the attention of the Department of South Carolina VFW, Post _____ Commander and provides the Department of South Carolina VFW, Post _____ Commander with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to members (Comrades) of Post _____, or employees that comply with this requirement.

- The Department of South Carolina VFW, Post _____ will not retaliate against a member (Comrade), or employee who, in good faith, has made a protest or raised a complaint against some practice the Department of South Carolina VFW, Post _____, or of another individual or entity with whom the Department of South Carolina VFW, Post _____ had 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.

- The Department of South Carolina VFW, Post _____ will not retaliate against a member (Comrade) of Post _____, or employee (s) who discloses or threatens to disclose to the Department of South Carolina VFW, Post _____ Commander or another member of the Department of South Carolina VFW, Post _____, or public body any activity, policy, or practice of the Department of South Carolina VFW, Post _____ that the member (Comrade) of Post _____, or employee reasonably 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 health, safety, welfare, or protection of the environment.

- My signature below indicates my receipt and understanding of this *Policy*. I also verify that I have been provided with an opportunity to ask questions about the *Policy*.

elected, appointed member (Comrade) of Post _____, or employee's signature *print your name*

date