

OPERATIONAL POLICY

Whistleblower Protection Policy

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| Approved by: Michigan State Council Executive Board | Origination Date: November 2016 |
| Revised by: Michigan State Council Executive Board | Approval Date: 11/2016, 7/2022 |
| | Next Revision Date: July 2026 |

I. POLICY PURPOSE:

- a. To protect a member who reports activity viewed as unlawful or unethical from retaliatory action.
- b. To offer a member a mechanism to report such activity.
- c. To ensure that the Michigan ENA is as compliant as possible with the Sarbanes-Oxley Act of 2002.

II. STANDARDS/CRITERIA:

Michigan ENA, including its officers, will not take retaliatory action against any member for reporting suspected or actual occurrence(s) of illegal, unethical, or inappropriate events, behaviors, or practices.

III OPERATIONAL PROCEDURE:

- a. If any member of Michigan ENA believes that some policy, practice, or activity of Michigan ENA is in violation of the law, the member must file a written complaint with the president.
- b. It will then be determined who is responsible for investigating and notification of any additional authorities.
- c. A member reporting suspected unlawful or unethical activity is to exercise sound judgment to avoid baseless allegations.
- d. The whistleblower is protected from retaliation based on reporting activity in accordance with this policy and procedure.
- e. The right of a whistleblower for protection against retaliation does not include immunity for any personal wrongdoing that is alleged and investigated.