**Section 1. Purpose**

To protect a member who reports an activity viewed as unlawful or unethical from retaliatory action.

To offer a member a mechanism to report such activity.

To ensure that the Emergency Nurses Association is as compliant as possible to the Sarbanes-Oxley Act of 2002. Criminal whistleblower provisions of Sarbanes-Oxley Act of 2002 apply to not-for-profit organizations.

**Section 2. Policy**

The Alaska State Council will not take retaliatory action against any member for reporting suspected or actual occurrence(s) of illegal unethical, or inappropriate events, behaviors, or practices.

**Section 3. Operational Procedures**

Members with knowledge or a concern relative to illegal or dishonest fraudulent activity is to communicate theses concerns by contacting the Alaska State Council President or any member of the Board of Directors. If this is not an option, the member should contact the National ENA office.

The recipient of this communication is to bring this information immediately to the appropriate Alaska State Council or National ENA leadership. It will then be determined who is responsible for investigating and coordinating corrective action.

Any person reporting suspected illegal or unethical activity must be acting in good faith and have reasonable grounds for believing the information disclosed. The Whistleblower is to exercise sound judgment to avoid baseless allegations.

The identity of the Whistleblower, if known, shall remain confidential to those persons directly involved in applying this policy, unless the issue requires investigation by law enforcement, in which case members of the organization are subject to subpoena.