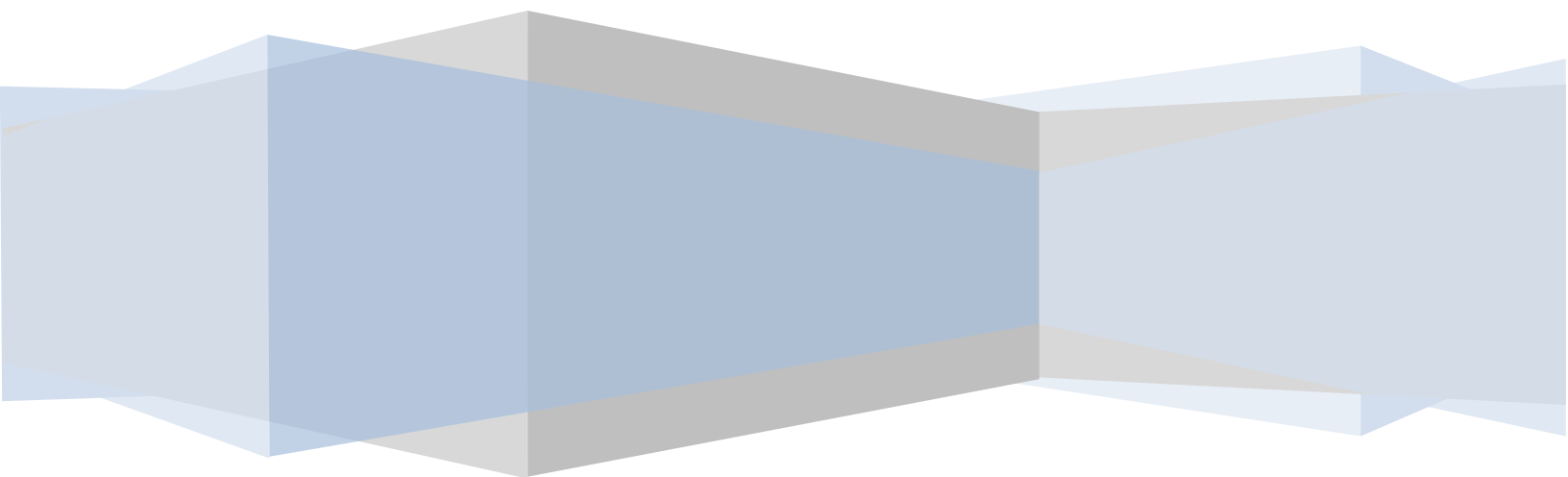




***New Canaan Board of Realtors***  
**Whistleblower Policy**



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## **Table of Contents**

1	Purpose .....	3
2	Confidentiality.....	3
3	Retaliation.....	3

*New Canaan Board of Realtors*  
**Whistleblower Policy**

## **1 Purpose**

**The underlying purpose of this policy is to encourage reporting of violations of state, federal, or local laws, maintain confidentiality and prohibit retaliation.**

If an employee of *New Canaan Board of Realtors* has information which s/he reasonably believes identifies a violation of state or federal law, the employee “whistleblower” should contact the BOD President, CFO or Association legal counsel.

Employees are also permitted to contact the appropriate law enforcement or government agency. The employee must exercise sound judgment to avoid baseless allegations. An employee who intentionally files a false report of wrongdoing will be subject to discipline up to and including termination.

## **2 Confidentiality**

**The confidentiality of the whistleblower will be maintained to the extent possible.**

The identity may have to be disclosed to conduct a thorough investigation, to comply with the law or to provide accused individuals their legal rights of defense.

## **3 Retaliation**

**The Association will not retaliate against a whistleblower or any employee who refuses to participate in an activity that would result in a violation of state, federal or local law.**

This includes, but is not limited to, protection from retaliation in the form of an adverse employment action such as termination, compensation decreases, demotion, or poor work assignments and threats of physical harm.

Any employee who believes s/he is being retaliated against must contact the President of the BOD immediately. The right of a whistleblower for protection against retaliation does not include immunity for any personal wrongdoing that is alleged and investigated, or disclosures that would constitute a violation of the attorney-client privilege.