

INENA CHAPTER POLICY

Whistle Blower Policy

INENA is committed to operating in furtherance of its tax-exempt purposes and in compliance with all applicable laws, rules and regulations, including those concerning accounting and auditing, and prohibits fraudulent practices by any of its board members, officers, employees, or volunteers. This policy outlines a procedure for employees or members to report actions that an employee or member reasonably believes violates a law, or regulation or that constitutes fraudulent accounting or other practices. This policy applies to any matter which is related to INENA's business and does not relate to private acts of an individual not connected to the business of INENA.

If an employee or member has a reasonable belief that an employee, member or INENA has engaged in any action that violates any applicable law, or regulation, including those concerning accounting and auditing, or constitutes a fraudulent practice, the employee or member is expected to immediately report such information to the President. If the employee or member does not feel comfortable reporting the information to the President, he or she is expected to report the information to the Vice President.

All reports will be followed up promptly, and an investigation conducted. In conducting its investigations, INENA will strive to keep the identity of the complaining individual as confidential as possible, while conducting an adequate review and investigation.

INENA will not retaliate against an employee or member in the terms and conditions of employment or membership because that employee or member: (a) reports to a supervisor, to the President, the Executive Board or to a federal, state or local agency what the employee believes in good faith to be a violation of the law; or (b) participates in good faith in any resulting investigation or proceeding, or (c) exercises his or her rights under any state or federal law(s) or regulation(s) to pursue a claim or take legal action to protect the employee's or member's rights.

INENA may take disciplinary action (up to and including termination or terminating membership) against an employee or member who in the Executive Board's assessment has engaged in retaliatory conduct in violation of this policy.

[In addition, INENA will not, with the intent to retaliate, take any action harmful to any employee or member who has provided to law enforcement personnel or a court truthful information relating to the commission or possible commission by INENA or any of its employees or members of a violation of any applicable law or regulation.]

Executive Board members will be trained on this policy and INENA'S prohibition against retaliation in accordance with this policy.