Whistleblower Protection Policy

What is a Whistleblower

A whistleblower is a person who reports any kind of information or activity that is deemed illegal, unethical or improper within an organization. The Wheaton Volunteer Rescue Squad, Inc. (WVRS) prohibits retaliation against whistleblowers.

WVRS encourages anyone to raise serious concerns internally so that WVRS can address and correct inappropriate conduct and actions. It is the responsibility of all WVRS members to report concerns about violations of the Montgomery County Fire and Rescue Service (MCFRS) code of ethics and personal conduct or suspected violations of law, policy, or regulations that govern WVRS.

Appropriate subjects to raise under this policy include: illegal or improper conduct by WVRS itself, by its leadership, or by others on its behalf; financial improprieties; accounting or audit matters; ethical violations; alleged discrimination; sexual harassment or other illegal or improper practices or policies.

Whistleblower Protection

WVRS prohibits retaliation by or on behalf of WVRS against anyone for making good faith complaints, reports, or inquiries or for participating in a review or investigation. This protection extends to those whose allegations are made in good faith but prove to be mistaken. WVRS reserves the right to discipline persons who make bad faith, knowingly false, or malicious complaints, reports, or inquiries, or who otherwise abuse this policy.

Confidential Reporting

Reports will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation. Reports should describe in detail the specific facts demonstrating the basis for the complaints. They should be directed to any member of the Board or operational officer. WVRS will conduct a prompt, discreet, and objective review or investigation.

Approved by the Board of Directors on May 8, 2018

Posted by Pres. Gam Wijetunge on May 9, 2018