

WISCONSIN GOVERNMENT FINANCE OFFICERS ASSOCIATION WHISTLEBLOWING POLICY

In the event WGFOA has employees, this policy will be applicable.

When an employee has information about an incident(s) of wrong doing occurring within the scope of WGFOA activities, the employee will notify the WGFOA Board President. Based on the information provided by the informant, the Board President will begin an investigation to determine the validity of the information presented. This investigation may involve other WGFOA employees or board members, as appropriate. WGFOA will make every effort to maintain the confidentiality of the informant; however, there may be circumstances that could prevent this, such as a criminal investigation.

WGFOA may not discriminate, dismiss, suspend from employment, demote, or decrease the compensation of an employee because the employee files a report of wrongdoing with an appropriate authority. If the appropriate authority determines the employee's report is unfounded and was not made in good faith, WGFOA may take disciplinary action, including termination of employment.

For the purpose of this policy, discrimination includes, but is not limited to, the following:

- Firing or laying off
- Assigning to undesirable shifts
- Blacklisting
- Damaging financial credit
- Demoting
- Denying overtime or promotion
- Disciplining
- Denial of benefits
- Failure to hire or rehire
- Intimidation
- Transferring
- Reassigning work
- Reducing pay or hours
- Threatening, restraining, coercing, or in any other manner discriminating against an employee in the terms and conditions of employment because of any lawful act done by the employee.

WGFOA may impose disciplinary sanctions, in accordance with its disciplinary procedures, against any of its direct-line supervisory employees or other employees who retaliate against another employee for having filed a good faith report under this policy.

Notwithstanding the filing of a report pursuant to whistle blowing, WGFOA may dismiss, suspend, demote, or decrease the compensation of an employee for causes unrelated to the filing of a protected report as described above.

Adopted: March 25, 2009