

NO RETALIATION – WHISTLEBLOWER POLICY

Retaliation against any Director, employee, student, parent, volunteer, agent, contractor or supporter of the Blue Stars who raises concerns regarding potential violation of the law or of the Blue Stars' standards of conduct is prohibited. Retaliation against any individual for the good-faith reporting of real or potential compliance and policy violations is cause for immediate and appropriate actions, up to and including summary dismissal from the Blue Stars in its sole discretion.

No Director, employee, contractor, subcontractor, or agent of the Blue Stars shall discharge, demote, suspend, threaten, harass, or in any other manner knowingly and intentionally discriminate against any individual in the terms and conditions of their relationship with the Blue Stars because of any act done by the individual:

- To provide information, cause information to be provided, or otherwise assist in an investigation regarding any conduct which the reporter reasonably believes constitutes a violation of state or federal law applicable to the Blue Stars or the Blue Stars' policies and procedures, when the information or assistance is provided to, or the investigation is conducted by:
 - (a) any state or federal regulatory or law enforcement agency;
 - (b) any lawfully constituted investigative body; or
 - (c) a person with supervisory authority over the individual or such other person working for the Blue Stars who has the authority to investigate, discover, or discipline misconduct; or
- To file, cause to be filed, testify, participate in, or otherwise assist in a proceeding filed or about to be filed relating to an alleged violation of state or federal law applicable to the Blue Stars.

Reports of real or potential violations of law or violations of the policies and procedures of the Blue Stars shall be reported to the Executive Director or the Chair of the Board of Directors, who shall take immediate action as deemed necessary and appropriate in their sole discretion to protect the health and welfare of the members and all individuals associated with the Blue Stars, up to and including reporting of the incident to appropriate law enforcement authorities.