



## **SURFACE NAVY ASSOCIATION**

### **Whistleblower Policy**

If any member of the Surface Navy Association (SNA) reasonably believes that some policy, practice, or activity of the Surface Navy Association is in violation of law, a written complaint must be filed by that member with the Executive Director or the President.

It is the intent of the Surface Navy Association to adhere to all laws and regulations that apply to the organization and the underlying purpose of this policy is to support the organization's goal of legal and ethical compliance. The support of all members is necessary to achieve compliance with various laws and regulations, and with the high levels of ethical behavior to which the Association and its members aspire. As it is the duty of SNA members to report activities or behaviors that violate the laws, regulations, or procedures under which the Association operates, any member who does so will have the right to have such reports treated with sensitivity and, if the member asks, in confidence.

Under no circumstances will any official of SNA, Board Member, Officer, or other, take any negative action against a member as a result of that member's lodging a whistleblower complaint in any form. There will be no retaliations of any kind in SNA against members who see and report actual or perceived violations of law, regulation, procedure, or ethics standards.

A member who sees violations or potential violations will assist SNA most in dealing with these by bringing the alleged unlawful activity, policy, or practice to the attention of the Surface Navy Association promptly, and in writing. Members should provide SNA a reasonable opportunity to investigate and correct the alleged activity or behavior.

Surface Navy Association will take immediate action to investigate allegations by members of abuses or violations. SNA operates under the assumption that those who report ethical lapses or violations of law or policy make those reports on the basis of a reasonable belief that the practice is in violation of law, SNA's ethical standards, or a clear mandate of public policy.

This statement of policy applies to reports made by individuals and business and government entities outside of SNA as well.

Surface Navy Association will never retaliate against employees or members who disclose or threaten to disclose to a supervisor or a public body, any activity, policy, or practice of SNA that the member reasonably believes is in violation of a law, or a rule, or regulation mandated pursuant to law or is in violation of a clear mandate or public policy concerning the health, safety, welfare, or protection of the environment.