Employee and Member Protection (Whistleblower) Policy

If any employee or member reasonably believes that some policy, practice, or activity of The Mountaineers is in violation of law, a written complaint must be filed by that employee or member with the Executive Director or the President of the Board of Trustees of The Mountaineers.

It is the intent of The Mountaineers 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 compliance. The support of all employees is necessary to achieving compliance with various laws and regulations. An employee or member is protected from retaliation only if the employee or member brings the alleged unlawful activity, policy, or practice to the attention of The Mountaineers and provides The Mountaineers with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to employees or members that comply with this requirement.

The Mountaineers will not retaliate against an employee or member who in good faith, has made a protest or raised a complaint against some practice of The Mountaineers, or of another individual or entity with whom The Mountaineers has a business relationship, on the basis of a reasonable belief that the practice is in violation of law, or a clear mandate of public policy.

The Mountaineers will not retaliate against employees or members who disclose or threaten to disclose to a supervisor or a public body, any activity, policy, or practice of The Mountaineers that the employee or 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 of public policy concerning the health, safety, welfare, or protection of the environment.