


| | |
|--|------------------------|
|  Oakdale Electric Cooperative | Board Policy |
| Policy Name: WHISTLEBLOWER PROTECTION | Policy No: 3.03 |
| Reviewed/Revised Date: 06-06-2023 | Page 1 of 1 |

Policy Statement

In an effort to promote corporate responsibility, this organization will not tolerate actions against any individual who lawfully discloses information that the individual “reasonably believes” violates any law and/or is indicative of fraud occurring within the organization. This disclosure is defined in this policy as whistleblowing. Any employee who becomes aware of misconduct should raise the issue first with their supervisor. If for any reason an employee finds it difficult to report his or her concern to their supervisor, the employee can report it directly to the General Manager. In the event that the alleged misconduct is by the General Manager, the employee should notify the Chairman of the Board of Directors. If requested, the employee will submit a signed, written report detailing the basis for the employee’s belief that misconduct has occurred.

Scope

This policy applies to all employees of the organization and to members of the Board of Directors. Investigations into potential violations of this policy will be performed without regard to length of service, title/position, or relationship.

Prohibited Actions

The employer may not engage in the following actions against a whistleblower.

- Discrimination
- Harassment
- Demotion: and
- Discharge

Investigation Responsibilities

Investigation of alleged prohibited actions and the preparation of the resulting report should be under the direction of the (i.e. General Manager, Board of Directors, corporate attorney). These responsible parties shall cause an investigation to be performed utilizing available internal and/or external resources. The report shall state the date the allegation was received, a description of the complaint, who submitted the allegation (employee, customer, vendor), the resolution of the allegation, and the date resolved. This report shall be retained in the corporate files indefinitely.

Suspension/Termination

Any individual who is found to have violated the provisions of this policy will be subject to immediate termination.

Responsibility

The General Manager and board of directors have the responsibility to ensure that this policy is carried out.

| | | |
|---|--|-------------------------|
| Original Effective Date: 11/28/2007 | Reviewed Date (no revisions): 05/27/2020, 06-06-2023 | Revised Date(s): |
|---|--|-------------------------|