



All About Florida

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EXECUTIVE DIRECTOR

FLORIDA ASSOCIATION OF COUNTIES, INC. POLICY

Subject: Whistleblower Protections

Objective: To encourage the reporting of credible information on potential violations of Association policies and other legal standards.

Section 1. Statement of Policy. The Association encourages directors, officers, staff, and members to come forward with credible information on illegal practices or serious violations of adopted policies of the Association. The Association will protect such persons from retaliation and will provide a procedure for reporting the information.

Section 2. Encouragement of Reporting.

(A) The Association encourages complaints, reports or inquiries about illegal practices or serious violations of the Association's policies, including illegal or improper conduct by the Association itself, by its leadership, or by others on its behalf.

(B) Appropriate subjects to raise under the policy include financial improprieties, accounting or audit matters, ethical violations, or other similar illegal or improper practices or policies. Other subjects on which the Association has existing complaint mechanisms should be addressed under those mechanisms, such as raising matters of alleged discrimination and harassment, unless those mechanisms and persons involved are themselves implicated in the wrongdoing. This policy is not a means of appeal from outcomes in those other mechanisms.

Section 3. Protection from Retaliation.

(A) The Association prohibits retaliation by or on behalf of the Association against directors, officers, staff or members for making good faith complaints, reports or inquiries under this policy or for participating in a review or investigation under this policy. This protection also extends to those whose allegations are made in good faith but prove to be mistaken.

(B) A director, officer, staff member or member who retaliates against someone who makes a complaint in good faith is subject to discipline up to and including removal from the leadership position or termination of employment.

(C) The Association reserves the right to discipline persons, including removal from Association office, director seats, or committee assignments, or employment termination, as applicable, who make bad faith, knowingly false, or malicious complaints, reports or inquiries or who otherwise abuse this policy.

Section 4. Where to Report.

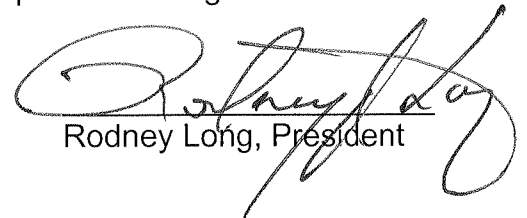
(A) Complaints, reports or inquiries may be made under this policy on a confidential or anonymous basis. All such complaints, reports or inquiries must be in writing and must describe in detail the specific facts demonstrating the bases for the complaints, reports or inquiries. They should be directed to the Association's Executive Director, who will immediately inform the Chairman of the Finance & Audit Committee of their submittal. If either the Executive Director or the Chairman of the Finance & Audit Committee is implicated or has an appearance of interest or bias, in the complaint, report or inquiry, the complaint must be made to the President instead of the implicated person.

(B) The Association, through the Finance & Audit Committee, will conduct a prompt, discreet and objective review or investigation. The Finance & Audit Committee has authority to retain outside legal counsel, accountants, private investigators, or any other resource deemed necessary to conduct a full and complete investigation. The Finance & Audit Committee, will, upon completion of its investigation or review, report its findings to the Executive Committee and the Board of Directors and make appropriate recommendations.

(C) Directors, officers, staff and members must recognize that the Association may be unable to fully evaluate a vague or general complaint, report, or inquiry that is made anonymously.

Reservation of Authority: The Board of Directors of the Association reserves the right to modify, amend or abolish this policy by majority vote at any regular meeting of the Board or any special meeting called for that purpose.

As approved by the Board of Directors
This 24th day of June, 2009



Rodney Long, President