



Ethics and Compliance Policy

(Whistleblower Policy)

Everyone at GLASA has the responsibility to report in good faith any concerns about actual or suspected violations of our policies or any federal, state, or municipal law or regulation governing GLASA's operations. Appropriate subjects to report under this policy include but are not limited to financial improprieties, accounting or audit matters, ethical violations, or other similar illegal or improper practices, such as fraud, theft, embezzlement, misuse of assets, or undisclosed conflicts of interest.

Anyone reporting a concern must act in good faith and have reasonable grounds for believing the information disclosed indicates a violation of law and/or ethical standards.

No GLASA employee or volunteer who in good faith reports a concern or participates in an investigation of a reasonably suspected violation will be subject to harassment, retaliation, or adverse employment consequences because of such report or participation. This protection extends to GLASA employees and volunteers who report in good faith, even if the allegations are, after an investigation, not substantiated. Any GLASA employee or volunteer who retaliates against someone who in good faith has reported a reasonably suspected violation or participated in an investigation will be subject to discipline, up to and including termination of employment or volunteer status.

All reasonably suspected violations should be reported as soon as practicable to either your supervisor, the head of the GLASA Board Governance Committee at governance@glasa.org, or any other member of management. GLASA will conduct a prompt review or investigation based on the submitted report and will maintain confidentiality to the extent possible, consistent with the need to conduct an adequate investigation.