

From pages 7 and 8 of the Longmont Humane Society Employee Handbook, updated June 2015:

2.4 WHISTLEBLOWER PROTECTION

It is the intent of LHS to adhere to all laws and regulations that apply to the organization, and in particular those that apply to the protection of our employees. LHS employees are protected from employment retaliation for legitimate whistleblower activities.

LHS will not retaliate against an employee who, in good faith, has made a protest or raised a complaint against some practice of LHS, or of another individual or entity with whom LHS has a business relationship, on the basis of a reasonable belief that the activity is in violation of law or a clear mandate of public policy. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.

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

LHS can only guarantee that an employee is protected from retaliation if the employee brings the alleged unlawful activity, policy, or practice to the attention of LHS in the manner described above and provides the organization with a reasonable opportunity to investigate and correct the alleged unlawful activity.

LHS will not retaliate against employees who disclose or threaten to disclose to a supervisor or a public body, any activity, practice, or policy of LHS that the employee reasonably believes is in violation of a law, rule, or regulation mandated pursuant to law or is in violation of clear mandate or public policy concerning the health, safety, welfare, or protection of the environment.

LHS will investigate all allegations of illegal activity, whether made openly, confidentially, or anonymously. Allegations will be reviewed by the Executive Director and/or the Board President, which will appoint an investigation committee based on the contents of the allegation. Considerations will include the position of the alleged wrong doer, the severity of the alleged activity, and the credibility of the allegation.