

Whistleblower Policy

American Legion Post 21 – Oregon

Purpose

The purpose of this Whistleblower Policy is to encourage and protect members, officers, volunteers, and employees of American Legion Post 21 in Oregon who report suspected misconduct, unethical behavior, violations of federal or Oregon state laws, or improper activities within the organization. This policy ensures that concerns are addressed promptly and that individuals who raise such concerns are protected from retaliation as prescribed by Oregon law.

Scope

This policy applies to all members, officers, volunteers, and employees of American Legion Post 21 located in Oregon.

Reporting Procedure

1. Any individual who becomes aware of suspected illegal, unethical, or improper conduct is encouraged to report the concern verbally or in writing to the Post Commander or another designated officer. Concerns regarding violations of Oregon state law or regulations should also be reported.
2. Reports may be made anonymously if desired. All reports will be treated as confidential to the extent possible under Oregon law.
3. The Post Commander or designated officer will promptly investigate all reported concerns and take appropriate corrective action, following applicable Oregon state procedures as necessary.

Protection Against Retaliation

American Legion Post 21 strictly prohibits retaliation against anyone who, in good faith, reports a concern or participates in an investigation under this policy. Retaliation—including threats, harassment, demotion, suspension, or termination—is prohibited by Oregon law, specifically under Oregon Revised Statutes (ORS) 659A.199 and 659A.200, which protect whistleblowers who report violations or suspected violations of law or regulation.

False Reporting

Reports made in bad faith or with malicious intent may result in disciplinary action. Individuals are expected to make reports honestly and with a reasonable belief that a violation has occurred.

All reports and investigations under this policy will be handled as confidentially as possible, in accordance with Oregon law, to protect the privacy of all parties involved.

Questions and Further Guidance

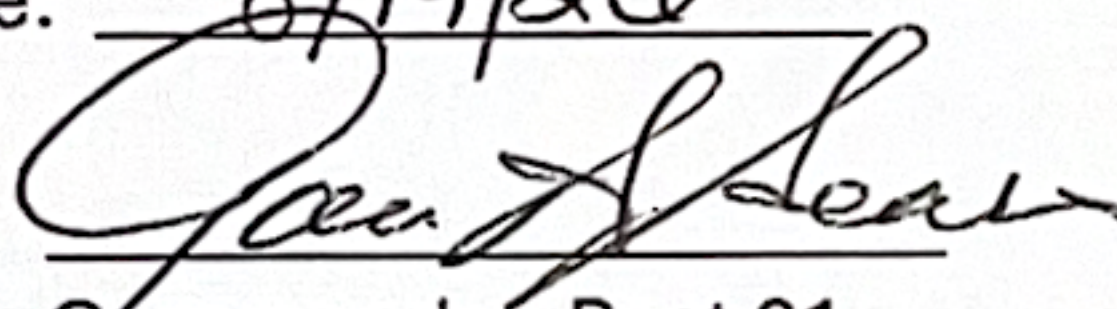
For questions about this policy or for guidance on reporting concerns, please contact the Post Commander or another designated officer. For more information about whistleblower protections under Oregon law, individuals may also consult the Oregon Bureau of Labor and Industries (BOLI).

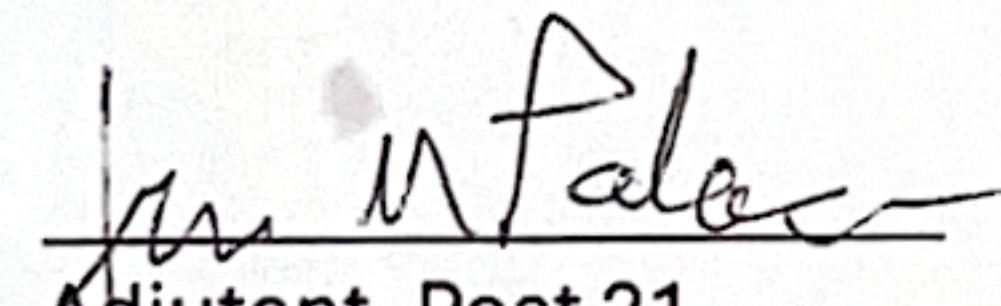
Consequences of Violations

Violations of this policy may result in disciplinary action, including removal from office or volunteer status, and may carry legal ramification where applicable.

Review and Updates

This policy will be reviewed annually by the Post Executive Committee and updated as necessary to ensure alignment with current laws, regulations and organizational needs. Review will coincide with the annual review of the Post Bylaws and Constitution.

Policy Approval Date: 8/19/20
Approved by: 
Commander, Post 21


Adjutant, Post 21