

**Greater Bangor Association of REALTORS®
Whistleblower Policy
January 2014**

Introduction

The Greater Bangor Association of REALTORS® requires directors, officers and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees and representatives of the organization, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations, as well as the REALTOR® Code of Ethics.

Reporting Responsibility

It is the responsibility of all directors, officers and employees of the Greater Bangor Association of REALTORS® to comply with all applicable laws and the REALTOR® Code of Ethics **and** to report violations or suspected violations in accordance with this Whistleblower Policy. The Whistleblower must exercise sound judgment to avoid baseless allegations. An employee who intentionally files a false report of wrongdoing will be subject to discipline up to and including termination.

Retaliation

No director, officer or employee of the Greater Bangor Association of REALTORS® who in good faith reports a violation of the law or the REALTOR® Code of Ethics shall suffer harassment, retaliation or adverse employment consequence. An employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment. This Whistleblower Policy is intended to encourage and enable employees and others to raise serious concerns within the organization prior to seeking resolution outside the organization. The right of the Whistleblower for protection against retaliation does not include immunity for any personal wrongdoing that is alleged and investigated, or disclosures that would constitute a violation of the attorney-client privilege.

Reporting Violations

The Greater Bangor Association of REALTORS® has an open door policy and suggests that employees and members share their questions, concerns, suggestions or complaints with someone who can address them properly. In most cases, the Executive Officer is in the best position to address an area of concern. However, if staff or member is not comfortable speaking with the E.O. or they are not satisfied with the response, they are encouraged to speak with the President or any other officer of the Greater Bangor Association of REALTORS®.

Definition

Whistleblower: one who reveals wrongdoing within an organization to the public or to those in positions of authority.

A whistleblower is a director, officer or employee of the Greater Bangor Association of REALTORS® who reports information that he/she has reasonable cause to believe discloses a violation of state or federal law to one or more of the parties specified in this policy.