



American Fibromyalgia Syndrome Association, Inc.

# Whistleblower Policy

The American Fibromyalgia Syndrome Association, aka “AFSA,” is an all-volunteer nonprofit organization. However, all AFSA’s board members and members of the scientific review board, herein referred to as “volunteers,” are encouraged to report improper activities and will be protected from retaliation for making any such report in good faith.

## I. Volunteer Rights

Board members, directors, and members of the scientific review committee (i.e., volunteers) have the right to report, without suffering retaliation, any activity by AFSA that the volunteer believes: 1) violates any state or federal law; 2) violates or amounts to noncompliance with a state or federal rule or regulation; or 3) violates fiduciary responsibilities by a nonprofit corporation. In addition, volunteers can refuse to participate in an activity that would result in a violation of state or federal statutes, or a violation or noncompliance with a state or federal rule or regulation.

Volunteers are also protected from retaliation for having exercised any of these rights in any former employment or volunteer position.

The whistleblower protection laws do not entitle volunteers to violate the confidential privilege of AFSA (such as the attorney-client privilege).

## II. Where to Report

Volunteers have the duty to comply with all applicable laws and to assist AFSA to ensure legal compliance. A volunteer who suspects a problem with legal compliance is required to report the situation(s) to the board of directors.

Volunteers may also report information regarding possible unlawful activity to an appropriate government or law enforcement agency.

## III. Protection from Retaliation

It is the intent of this policy to encourage volunteers to report fraudulent or illegal activities and there shall be no retaliation for any reports made pursuant to this



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policy. Any volunteer who believes they have been retaliated against for whistle blowing may file a complaint with the board of directors. Any complaint of retaliation will be promptly investigated, and remedial action taken when warranted.

Please sign below to confirm that you have read and understand the Whistleblower policy:

\_\_\_\_\_  
Volunteer Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Volunteer's typed or printed name