

North Carolina City and County Managers Association

Whistleblower Policy

If any employee reasonably believes that some policy, practice, or activity of the North Carolina City and County Managers Association (“Association”) is in violation of law, or a clear mandate or public policy, a written complaint must be filed by that employee with the President of the Association.

The Association will not retaliate against an employee who, in good faith, has made a protest or raised a complaint against some practice of the Association, or of an employee of the Association, or of another individual or entity with which the Association has a business relationship, on the basis of a reasonable belief that the practice is in violation of law, or a clear mandate or public policy.

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

An employee is protected from retaliation only if he or she brings the alleged unlawful activity, policy, or practice to the attention of the Association and provides the Association with a reasonable opportunity to investigate and correct the alleged unlawful activity.

The term “employee” as used in this Policy shall include persons employed by a related organization with which the Association has a contractual relationship.