



Title: Whistleblower Protection Policy	Number: GA-012
Cross Reference: ENA Operations	
Approved by: GAENA General Assembly	Origination Date: 11/13/21
Revised by: GAENA ByLaw/Policy Committee	Approval Date:
	Revision Date: 01/2025

I. **POLICY PURPOSE:**

As the provisions of Sarbanes-Oxley Act of 2002 apply to not-for-profits, it is possible that criminal action could be brought against Georgia ENA for any form of retaliation against a member because he or she reports a suspected violation of federal law. This policy is to protect any member of Georgia Emergency Nurses Association who reports an activity viewed as unlawful or unethical from retaliatory action.

II. **POLICY BACKGROUND:**

1. Georgia ENA will not take retaliatory action against any member for reporting an activity such as a violation of state or federal law, and other fraudulent, inappropriate financial reporting or management, or who, in good faith reports the following which are considered "protected disclosures":
2. Any activities suspected to be in violation of state or federal law.
3. A suspicion of financial wrongdoing which may include, but is not limited to:
 - a. questionable accounting practices.
 - b. fraud or deliberate error in financial statements or recordkeeping.
 - c. deficiencies of internal accounting controls.
 - d. misrepresentations to Association officers or the accounting department including:
 - e. deviation from full reporting of financial conditions.
 - f. a concern relative to an activity suspected to be illegal, dishonest, fraudulent and/or unethical.

III. **PROTOCOL:**

A member with knowledge or a concern relative to illegal or dishonest fraudulent activity is to communicate these concerns by contacting any member of the Georgia State Council Emergency Nurses Association (GENA). If this is not an option, the member should contact the National Board Liaison assigned to the state.

1. The Georgia ENA member is to bring any report of illegal and dishonest activity to the GENA President or National Board Liaison assigned to the state who in turn will work



with the appropriate National ENA leadership or legal counsel.

2. It will then be determined who is responsible for investigating and notification of any additional authorities.
3. A member reporting suspected illegal or unethical activity is to exercise sound judgment to avoid baseless allegations.
4. The whistleblower is protected from retaliation based on reporting activity in accordance with this Policy and Procedure.
5. The right of a whistleblower for protection against retaliation does not include immunity for any personal wrongdoing that is alleged and investigated.