

DEPARTMENT OF COLORADO
VETERANS OF FOREIGN WARS OF THE UNITED STATES
WHISTLEBLOWER POLICY
Standard Operating Procedure 2024-2025

A whistleblower, as defined in this policy, is an officer, Council Member or Member/volunteer of the Veterans of Foreign Wars, Department of Colorado who reports an activity he/she believes to be illegal, dishonest, or violates the Bylaws or policies of the organization. The whistleblower is not responsible for investigating the matter other than making themselves reasonably comfortable that the reported information is credible. For determining fault or corrective measures, that is the responsibility of the appropriate officers and/or Council Members.

Examples of illegal or dishonest activities are violations of Federal, State, or Local laws. Requesting or accepting bribes, kickbacks, or benefits from vendors, or other fraudulent financial reporting. Examples of violating the Bylaws or policies could be failure to enforce Bylaw provisions or refusing to comply with policies concerning travel and reimbursement.

If a person has knowledge of such conduct, they may report it to the State Commander, or if the State Commander is thought to be involved, they may report it to the Council of Administration. The reporting person should base their allegations on credible information and use sound judgement to avoid baseless allegations. Intentionally making a false report of wrongdoing may subject the reporting individual to disciplinary action.

Whistleblower protections are provided in two important areas-confidentiality and against retaliation. Insofar as possible, the confidentiality of the whistleblower will be maintained. However, identity may be disclosed to conduct a thorough investigation, comply with law, or provide individuals their legal rights. VFW will not retaliate against a whistleblower. Any whistleblower who believes he/she has been subjected to retaliation must contact the State Commander; or if the State Commander is involved, the Council of Administration.

The right of the whistleblower for protection against retaliation does not include complete immunity for any personal wrongdoing in which the whistleblower participated.

Ratified by:
Department Council of Administration
25 August 2024 Date of Ratification

Carol Thomas, State Commander

Attested to by: _____
Jesse Eastburn, State Adjutant

Reviewed and Certified in Accordance with Veterans of Foreign Wars of the United States By-Laws
and Manual of Procedure:

Kirk Rosa, State Judge Advocate

Date: 8/25/2024