

South Fork Estates Mutual Water Company

Whistleblower Policy

Adopted on 10.30.2024

South Fork Estates Mutual Water Company (SFEMWC) recognizes that its members or volunteers are a protected class under California Labor Code Law Section 1102.5. This policy aims to protect members of volunteers who report any violations of state or federal statutes or rules and regulations, including those related to member/volunteer safety and or health.

Definition of whistleblower

A whistleblower is a member/volunteer who refuses to participate in activities that violate state or federal statutes or become non-compliant with local or federal rules and regulation

Protections

Under California Labor Code Section 1102.5, SFEMWC will not prevent members/volunteers from being whistleblowers or retaliate against them for reporting violations. SFEMWC also cannot discriminate against a member/volunteer for having excised their rights as a whistleblower in any former employment.

Reporting Procedure

Any information regarding possible violations of state or federal statutes, rules, or regulations, should be reported to the California State Attorney General's Whistleblower Hotline at 1-800-952-5225. The Attorney General will refer the call to the appropriate government authority for review and possible investigation.

SFEMWC will not tolerate any for of retaliation against whistleblowers and will take appropriate disciplinary action against any member or volunteer found to have retaliated against a whistleblower.

This policy applies to all members or volunteers of SFEMWC and will be distributed to all members upon joining.

SFEMWC does not have employees or any paid staff.

Review & Revision History

Date	Action	By
8.31.2024	New Policy	Patricia Pliskin, Secretary SFEMWC