



**Northern Illinois Commercial Association  
of REALTORS®  
(NICAR)**

**Whistleblower Policy**

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**Whistleblower Policy**

## **1 Purpose**

**The underlying purpose of this policy is to encourage reporting of violations of state, federal, or local laws, maintain confidentiality and prohibit retaliation.**

If an Association member has information which s/he reasonably believes identifies a violation of state or federal law, the employee “whistleblower” should contact his/her immediate supervisor, or the owner of Association Management Systems, or the Association General Counsel.

Association members are also permitted to contact the appropriate law enforcement or government agency. The Association member must exercise sound judgment to avoid baseless allegations. An Association member who intentionally files a false report of wrongdoing will be subject to discipline up to and including termination.

## **2 Confidentiality**

**The confidentiality of the whistleblower will be maintained to the extent possible.**

The identity may have to be disclosed to conduct a thorough investigation, to comply with the law or to provide accused individuals their legal rights of defense.

## **3 Retaliation**

**The Association will not retaliate against a whistleblower or any member who refuses to participate in an activity that would result in a violation of state, federal or local law.**

This includes, but is not limited to, protection from retaliation in the form of an adverse action such as membership termination, demotion, or poor work assignments and threats of physical harm.

Any Association member who believes s/he is being retaliated against must contact the owner of Association Management Systems or the Association General Counsel immediately. The right of a whistleblower for protection against retaliation does not include immunity for any personal wrongdoing that is alleged and investigated, or disclosures that would constitute a violation of the attorney-client privilege.

**Approved by the NICAR Board of Directors 12/7/2020**