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### **Board Approved:**

LHA strictly prohibits and does not tolerate unlawful retaliation against any employee. All forms of unlawful retaliation are prohibited. Forms of retaliation may include termination, threats, or discipline, other forms of reprisal, intimidation, or discrimination against an employee due to that person's participation in activities protected by law and including whistleblowing or taking legally protected leave time. We believe that employees should feel free to raise concerns that they may have or problems they see in the workplace. To report an unsafe condition or practice or an inappropriate or illegal act in the workplace, employees should notify their supervisor. Making such a report will not be held against employees in any way. In fact, it is illegal for the Authority to fire, threaten or treat an employee differently because an employee in good faith:

- Reports to LHA or a public body what the employee reasonably believes is a violation of a law or regulation, if first brought to the attention of a supervisor to allow LHA to redress the issue;
- Reports to LHA or a public body what the employee reasonably believes is a condition or practice that would put at risk the health or safety of that employee or any other individual;
- Participates in or is asked to participate in, an investigation, hearing or inquiry held by a public body, or in a court action;
- Supports another employee's internal or administrative complaint of unlawful discrimination (by, for example, testifying or providing an affidavit in support of a co-worker who has filed a discrimination complaint with the EEOC or the Maine Human Rights Commission, or other local body);
- Refuses to carry out a directive to engage in activity that would be a violation of a law or regulation, or that would expose the employee or any individual to a condition that would result in serious injury or death, after having sought and been unable to obtain a correction of the illegal activity or dangerous condition from LHA;
- Requests an accommodation under the Americans with Disabilities Act or Maine nondiscrimination statutes; or
- Requests or takes leave under the Family and Medical Leave Act.

Employees are always encouraged to bring such concerns to the attention of LHA. Any employee that believes they have been the target of retaliation should report that to LHA.

(207) 783-1423 | PO Box 361, Lewiston, Maine 04243 | [www.lewistonhousing.org](http://www.lewistonhousing.org)