



## WHISTLEBLOWER POLICY

It is the intent of FPRAZ to adhere to all laws and regulations that apply to the organization, and the underlying purpose of this Policy is to support the organization's goal of legal compliance. The support of all Affiliates is necessary for achieving compliance with various laws and regulations.

Board Members, officers, and Affiliates of FPRAZ are encouraged to bring all potential violations of the law or of FPRAZ's Policies to the attention of the Board. Complaints must be made directly to the Chair, the Executive Director in writing. If the Chair or the Executive Director or his/her designee does not respond to the complaint within 15 days, the Affiliate who filed the complaint may provide a copy to any other Board Member of FPRAZ, who will promptly initiate a proper investigation. FPRAZ will conduct an appropriate investigation into all allegations of misconduct, regardless of the size and scope of the allegation.

The Maricopa County Community College District has a Whistleblower policy that KJZZ / KBAQ Staff (MCCCD Employees) have access to. Complaints regarding MCCCD employees, policies or procedures should be directed to the appropriate college complaint resolution process.

It is contrary to the values of FPRAZ for any Affiliate to face retaliation due to a report of misconduct. Affiliates who raise concerns and/or make reports can do so without fear of reprisal. Any Affiliate who engages in retaliatory behavior will be subject to appropriate discipline, up to and including termination. All Affiliates have an obligation to cooperate with FPRAZ in enforcing this policy, investigating and remediating complaints. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

If any complaint concerns corporate accounting practices, internal controls, auditing practices, or misuse of FPRAZ resources, the Executive Director or Chair will immediately notify the **Audit and Finance** Committees and will work with the committees until the matter is resolved.