



*Department of Texas*  
**VETERANS OF FOREIGN WARS**  
*of the UNITED STATES*

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Whistleblower Policy

A whistleblower, as defined in this policy, is an officer, Council Member or member/volunteer of the Veterans of Foreign Wars, Department of Texas, who reports an activity that he/she believes to be illegal or dishonest or violates the by-laws or policies of the organization. The whistleblower is not responsible for investigating the matter, other than making himself/herself reasonably comfortable that the reported information is credible, or 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 violations of the by-laws or policies could be failure to enforce by-law provisions or refusing to comply with policies concerning travel and reimbursement.

If an officer, Council Member or member/volunteer has knowledge of such conduct, the officer, Council Member or member/volunteer may report it to the State Commander, or, if the Commander is thought to be involved, to the Council of Administration. The officer, Council Member or member/volunteer should base his/her allegations on credible information and use sound judgment to avoid baseless allegations. Intentionally making a false report of wrongdoing may subject the individual to discipline.

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 in order 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 Commander or, if the Commander is thought to be involved, to the Council of Administration.

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