



The Associated General Contractors of East Tennessee

ASSOCIATED GENERAL CONTRACTORS OF EAST TENNESSEE

WHISTLEBLOWER POLICY

This Whistleblower Policy of Associated General Contractors of East Tennessee, Inc. (AGC):

1. Encourages staff and volunteers to come forward with credible information on illegal practices or serious violations of adopted policies of AGC
2. Specifies that AGC will protect the person from retaliation
3. Identifies where such information can be reported

1. **Encouragement of reporting.** AGC encourages complaints, reports or inquiries about illegal practices or serious violations of AGC's policies, including illegal or improper conduct by the AGC itself, by its leadership, or by others on its behalf. Appropriate subjects to raise under this policy would include financial improprieties, accounting or audit matters, ethical violations, or other similar illegal or improper practices or policies. Other subjects on which AGC has existing complaint mechanisms should be addressed under those mechanisms, such as raising matters of alleged discrimination or harassment via AGC's human resources channels, unless those channels are themselves implicated in the wrongdoing. This policy is not intended to provide a means of appeal from outcomes in those other mechanisms.
2. **Protection from retaliation.** AGC prohibits retaliation by or on behalf of AGC against staff or volunteers for making good faith complaints, reports or inquiries under this policy or for participating in a review or investigation under this policy. This protection extends to those whose allegations are made in good faith but prove to be mistaken. AGC reserves the right to discipline persons who make bad faith, knowingly false, or vexatious complaints, reports or inquiries or who otherwise abuse this policy.
3. **Where to report.** Complaints, reports or inquiries may be made under this policy on a confidential or anonymous basis. They should describe in detail the specific facts demonstrating the bases for the complaints, reports or inquiries. They should be directed to AGC's chief employed executive or Chairman; if both of those persons are implicated in the complaint, report or inquiry, it should be directed to the Vice-Chairman. AGC will conduct a prompt, discreet, and objective review or investigation. Staff or volunteers must recognize that AGC may be unable to fully evaluate a vague or general complaint, report or inquiry that is made anonymously.