

#### **XIV. MEMBER PROTECTION (WHISTLEBLOWER)**

If any member reasonably believes that some policy, practice, or activity of Texas Emergency Nurses Association (TENA) is in violation of law, a written complaint must be filed by that member with the TENA Board President.

It is the intent of Texas Emergency Nurses Association (TENA) 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 members is necessary to achieving compliance with various laws and regulations. A member is protected from retaliation only if the member brings the alleged unlawful activity, policy, or practice to the attention of Texas Emergency Nurses Association (TENA) and provides the Texas Emergency Nurses Association (TENA) with a reasonable opportunity to investigate and correct the alleged unlawful activity.

The protection described below is only available to members that comply with this requirement.

Texas Emergency Nurses Association (TENA) will not retaliate against a member who in good faith, has made a protest or raised a complaint against some practice of Texas Emergency Nurses Association (TENA), or of another individual or entity with whom Texas Emergency Nurses Association (TENA) has a business relationship, on the basis of a reasonable belief that the practice is in violation of law, or a clear mandate of public policy.

Texas Emergency Nurses Association (TENA) will not retaliate against members who disclose or threaten to disclose to a supervisor or a public body, any activity, policy, or practice of Texas Emergency Nurses Association (TENA) that the member reasonably believes is in violation of a law, or a rule, or regulation mandated pursuant to law or is in violation of a clear mandate of public policy concerning the health, safety, welfare, or protection of the environment.