

## **APA Whistle Blowing Policy**

The Accessibility Professionals Association (APA) incorporates and maintains ethical practices in conducting business and expects board members, independent contractors, vendors, members, and others acting on behalf of APA to engage in ethical conduct in all matters related to APA. APA makes every effort to ensure that all facets of its business are handled with integrity and are legally compliant. This policy addresses APA's commitment to provide an environment where any violation of federal, state, or local laws and regulations or violations of APA's Member Code of Ethics can be reported, investigated, and corrected.

Anyone concerned about a violation should, in a timely manner, contact any member of the Board of Directors or the Executive Director about any violations of APA's policies or violations of federal, state, or local laws and regulations. All complaints will be promptly investigated.

APA ensures that anyone who reports ethical misconduct is protected against retaliation. APA does not discourage or obstruct board members, independent contractors, vendors, members, and others acting on behalf of APA from filing complaints about ethical misconduct with any federal, state, or local official or agency; having discussions about such ethical misconduct with an attorney; or disclosing such information in any document in a legal proceeding if the document is sealed.