



Whistleblower Protection Policy

Policy approved by the Full ARC on June 16, 2025

The Alliance of Rouge Communities (ARC) requires ARC officers, ARC member representatives or alternates and contracted Executive Director (ED) staff to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As representatives of the ARC, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

I. Reporting Responsibility

This Whistleblower Policy is intended to encourage and enable ED staff and others to raise serious concerns internally so that the ARC can address and correct inappropriate conduct and actions. It is the responsibility of all ARC members, officers, and ED staff to report concerns about violations of the ARC's policies and procedures or suspected violations of law or regulations that govern the ARC's operations.

II. No Retaliation

It is contrary to the values of the ARC for anyone to retaliate against any ARC member, officer, or ED staff who in good faith reports a policy or procedures violation, or a suspected violation of law, such as a complaint of discrimination, or suspected fraud, or suspected violation of any regulation governing the operations of the ARC, or gross mismanagement of a Federal contract or grant, a gross waste of Federal funds, an abuse of authority relating to a Federal contract or grant, a substantial and specific danger to public health or safety, or a violation of law, rule, or regulation related to a Federal contract (including the competition for or negotiation of a contract) or grant. Any ARC member or ED staff who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of membership or contract.

III. Reporting Procedure

The ARC has an open-door policy and suggests that ARC members or ED staff share their questions, concerns, suggestions or complaints with any officer. If you are not comfortable speaking with an officer or you are not satisfied with the officer's response, you are encouraged to speak with the Organization Committee Chair who will act as the ARC's Compliance Officer. Officers, members and ED staff are required to report complaints or concerns about suspected ethical and legal violations in writing to the ARC's Organization Committee Chair, who has the

responsibility to investigate all reported complaints. Officers, members and ED staff with concerns or complaints may also submit their concerns in writing directly to the ARC Chair or the Organization Committee Chair.

IV. Compliance Officer

The ARC's Compliance Officer will be the Organization Committee Chair and is responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. The Compliance Officer will advise the Executive Committee of all complaints and their resolution and will report at least annually to the ARC Treasurer on compliance activity relating to accounting or alleged financial improprieties.

V. Accounting and Auditing Matters

The ARC's Compliance Officer shall immediately notify the Finance Committee of any concerns or complaint regarding corporate accounting practices, internal controls or auditing and work with the committee until the matter is resolved.

V. Acting in Good Faith

Anyone filing a written complaint concerning a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.

VI. Confidentiality

Violations or suspected violations may be submitted on a confidential basis by the complainant. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

VII. Handling of Reported Violations

The ARC's Compliance Officer will notify the person who submitted a complaint and acknowledge receipt of the reported violation or suspected violation. All reports will be promptly investigated and appropriate corrective action will be taken if warranted by the investigation.

Compliance Officer:

Trisha Gabriel, ARC Organization Committee Chair
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