



Whistleblower Policy

A whistleblower as defined by this policy is a Texas Economic Development Council (TEDC) member, employee or Board member of TEDC who reports an activity that he/she considers to be illegal or dishonest to one or more of the parties specified in this Policy. The whistleblower is not responsible for investigating the activity or for determining fault or corrective measures; appropriate management or Board of Directors officials are charged with these responsibilities.

Examples of illegal or dishonest activities are violations of federal, state or local laws; billing for services not performed or for goods not delivered; and other fraudulent financial reporting.

If a TEDC member, employee or Board member has knowledge of or a concern of illegal or dishonest fraudulent activity, they are to contact the Chairman, Chair-Elect, a Vice Chair, or President/CEO. The employee, member, or Board member must exercise sound judgment to avoid baseless allegations. One who intentionally files a false report of wrongdoing will be subject to discipline up to and including termination or removal from membership in TEDC.

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 have to be disclosed to conduct a thorough investigation, to comply with the law and to provide accused individuals their legal rights of defense. The TEDC will not retaliate against a whistleblower. This includes, but is not limited to, protection from retaliation in the form of an adverse employment action such as termination, compensation decreases, poor work assignments, cancellation of TEDC membership and threats of physical harm. Any whistleblower who believes he/she is being retaliated against must contact the Chairman, Chair-Elect, a Vice Chair, or President/CEO immediately. The right of a whistleblower for protection against retaliation does not include immunity for any personal wrongdoing that is alleged and investigated.

All reports of illegal and dishonest activities will be promptly submitted to the Chairman of the Board, Chair-Elect, or a Vice Chair responsible for investigating and coordinating corrective action.

Employees or Board members with any questions regarding this policy should contact the Chairman or President/CEO.