



Corporate Compliance Policy (Whistleblower Policy) (4.6.2024)

This policy (sometimes referred to as a Whistleblower Policy) is adopted by International Association of Arson Investigators (“IAAI”) to: (1) encourage staff and volunteers to come forward with credible information on illegal practices or serious violations of adopted policies of the IAAI; (2) specify that the IAAI will protect the person from retaliation; and (3) identify where such information can be reported.

Encouragement of Reporting:

IAAI encourages complaints, reports or inquiries about illegal practices or serious violations of IAAI’s policies, including illegal or improper conduct by IAAI 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 IAAI has existing complaint mechanisms should be addressed under those mechanisms. This policy is not intended to provide a means of appeal from outcomes in those other mechanisms.

Protection from Retaliation:

IAAI prohibits retaliation by or on behalf of IAAI 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. IAAI reserves the right to discipline persons who make bad faith, knowingly false, or vexatious complaints, reports or inquiries or who otherwise abuse this policy.

Document Destruction Prohibited:

No officer, director, employee or agent of IAAI shall knowingly destroy a document with the intent to obstruct or influence the investigation or proper administration of any matter within the jurisdiction of any government department or agency or in relation to or contemplation of any such matter or case.

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 IAAI’s Executive Director or the President; if both of those persons are implicated in the complaint, report or inquiry, it should be directed to IAAI’s legal counsel. IAAI will conduct a prompt, discreet, and objective review or investigation. Staff or volunteers must recognize that IAAI may be unable to fully evaluate a vague or general complaint, report or inquiry that is made anonymously.