

## **Whistleblower Protection Policy**

Montana Chiropractic Association requires directors, officers, and staff to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As representatives of the Montana Optometric Association, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

### **No Retaliation**

It is contrary to the values of Montana Chiropractic Association for anyone to retaliate against any board member, officer, employee/staff or volunteer who in good faith reports an ethics violation, or a suspected violation of law, such as a complaint of discrimination, or suspected fraud, or suspected violation of any regulation.