



Ethics Complaint Policy

Employees and volunteers are expected to consult promptly with their supervisor regarding any action, occurrence, conduct or attitude either expressed or implied that is perceived as unfair, inequitable, illegal, unethical, discriminatory, abusive or threatening.

Employees are generally required to discuss and seek resolution of personnel issues with their supervisor. If the employee or volunteer believes it is not feasible to discuss the problem with their supervisor, or if the supervisor fails to resolve the issue within a reasonable period of time, the complaint may be submitted in writing to the President of the board of directors – Mr. Brock Akers at bca@akersfirm.com – for a determination by the full board. A written response will be provided.

If contact with the board President is made, a decision will be rendered as promptly as possible, but in all instances a determination by the full board will be made within 30 days from the date of the written complaint. This same period of time should be used to determine if a supervisor has responded to an ethics complaint within a reasonable period of time.