Policy Title:	**FEPAC Whistleblower and Non-Retaliation Policy**
Approved By:	FEPAC Commission
Document History:	Policy Implementation Date: February 9, 2026
	Last Updated:
Related Commission Document:	FEPAC's Code of Conduct Policy
References:	
Responsible Official:	Operations, Policies & Procedures Committee

DEFINITIONS

Commission Representative: a FEPAC employee, Commissioner, volunteer, consultant, or person acting in any capacity as the FEPAC's designated representative.

POLICY SUMMARY

This *Whistleblower Policy* is intended to encourage and enable FEPAC commissioners, staff, on-site evaluators, volunteers, and others to raise serious concerns internally so that FEPAC can address and correct inappropriate conduct and actions. It is the responsibility of all Commission Representatives to report concerns about violations of FEPAC's *Code of Conduct Policy* expectations, or suspected violations of FEPAC's Standards of Accreditation, policies, processes, and regulations that govern FEPAC's operations and responsibilities.

REPORTING RESPONSIBILITY

The Forensic Science Education Programs Accreditation Commission (FEPAC or Commission) requires Commission Representatives to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees and representatives of FEPAC, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations. (See also FEPAC's Code of Conduct Policy).

NON-RETALIATION POLICY

It is contrary to the values and policy of FEPAC for anyone to retaliate against any Commission Representative who, in good faith:

A. Makes a complaint, or threatens to make a good faith complaint, regarding an Organization or violation of the law, including discriminatory or other unfair employment practices.

B. Makes a complaint, or threatens to make a good faith complaint, regarding accounting, internal accounting controls, or auditing matters that may lead to incorrect, or misrepresentations in, financial accounting.

C. Makes a report, or threatens to make a good faith report, of a violation that endangers the health or safety of a Commission Representative, the environment, or the general public.

D. Reports a concern about violations of FEPAC's Code of Conduct Policy expectations.

E. Reports a concern about suspected or actual violations of regulations that govern FEPAC's operations.

F. Objects to or refuses to participate in any activity, policy, or practice, which the person reasonably believes is a violation of the law.

G. Provides information to assist in an investigation regarding violations of the law; or

H. Files, testifies, participates, or assists in a proceeding, action or hearing in relation to alleged violations of the law.

A FEPAC Commission Representative who violates this Policy is subject to release of duties and/or dismissal from FEPAC.

REPORTING PROCEDURE

FEPAC has an open-door policy and suggests that individuals share their questions, concerns, suggestions, or complaints with the FEPAC's Accreditation and Outreach Manager. It is the responsibility of the Accreditation and Outreach Manager to investigate all reported complaints.

If the issue directly involves the Accreditation and Outreach Manager, the individual may submit a written report of the matter to the Commission Chair. Individuals should also review their respective state and/or local agency responsible for investigating alleged violations.

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 disclosure indicates a violation. Any allegations that prove to be unsubstantiated, and which prove to have been malicious or knowingly to be false, will be viewed as a serious disciplinary offense.

CONFIDENTIALITY

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

HANDLING OF REPORTED VIOLATIONS

FEPAC's Accreditation and Outreach Manager (or Chair of the Commission) will notify the person who submitted a concern and acknowledge receipt of the reported violation or suspected violation. All reports will be investigated promptly, and appropriate corrective action will be taken if warranted by the investigation.

Revision History

Date Revised	Summary of Revisions	Approved By