

Red Cliffs Chapter of the National Audubon Society  
Resolution of the Board of Directors  
**Employer Retribution Shield**

RECITLES

- A. Article III, Section 1 of the By Laws of Red Cliffs Chapter charges the Board of Directors with the control and conduct of business of the Chapter;
- B. Addressing environmental issues is clearly within the proper role and purview of the Chapter, and enhances the perception of environmental leadership of the Chapter in Southern Utah;
- C. When appropriate, the Chapter may make public statements to advocate the protection of birds and other wildlife and their habitat;
- D. When making public statements, the Chapter uses the expertise of its members to present well thought-out statements supported by facts and the best available science;
- E. The Chapter often relies on the knowledge of Chapter members who have rare and unique expertise on local natural resource matters because of their education and employment;
- F. Such public statements may be controversial;
- G. When controversial statements are made, some employees may need to be shielded from retaliation from their employers;
- H. It is the intent of the Board to shield Chapter members from retaliation from their employers;

**THEREFORE, BE IT RESOLVED THAT** the Board of Directors has found it in the best interest of the Chapter to require:

1. The Chapter president or someone designated to speak for the Chapter president (especially when the president may need shielding because of his or her employment) make all public statements on environmental issues from the Red Cliffs Chapter;
2. The speaker making the public statement identify up front that the statement is the official position of the Red Cliffs Audubon Chapter and not necessarily the position of any one individual, or of all members;

3. The Chapter president and at least two other board members approve all written or oral public statements;
4. The entire Board review the statement when time allows;
5. Retired members who have no concerns about retaliation from employers, deliver potentially controversial statements whenever possible.

DATED this 11<sup>th</sup> day of July, 2007

ATTESTED TO BY:



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President Board of Directors