



Whistleblower Policy:

If an employee or volunteer reasonably believes that some policy, practice, or activity of Family Advocates, Inc. is in violation of law, a written complaint may be filed by that employee with the Executive Director or the Board Chair.

It is the intent of Family Advocates, Inc. to adhere to all laws and regulations that apply to the organization, and the underlying purpose of this Policy is to support the organization's goal of legal compliance. The support of all employees and volunteers is necessary to achieving compliance with various laws and regulations. An employee or volunteer is protected from retaliation only if the employee or volunteer brings the alleged unlawful activity, policy, or practice to the attention of the Family Advocates, Inc. Executive Director or Board Chair and provides Family Advocates, Inc. with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to employees and volunteers that comply with this requirement.

Family Advocates, Inc. will not retaliate against an employee or volunteer who, in good faith, has made a protest or raised a complaint against some practice of Family Advocates, Inc., or of another individual or entity with whom Family Advocates, Inc. had a business relationship, on the basis of a reasonable belief that the practice is in violation of law or a clear mandate of public policy.

Family Advocates, Inc. will not retaliate against an employee or volunteer who discloses or threatens to disclose to a supervisor or a public body any activity, policy, or practice of Family Advocates, Inc. that the employee or volunteer reasonably believes is in violation of a law, or a rule, or regulation mandated pursuant to law or is in violation of a clear mandate or public policy concerning health, safety, welfare, or protection of the environment.

I have read or have had read to me and I understand and agree to abide by this Whistleblower Policy.

Signature

Printed