

BOARD, STAFF, AND VOLUNTEER PROTECTION (WHISTLEBLOWER) POLICY

It is the intent of Truth Spring to adhere to all laws and regulations that apply to the organization. As such, the underlying purpose of this Board, staff, and volunteer protection policy is to support the organization’s goal of legal compliance. The support of all Board members, staff, and volunteers is necessary to achieving compliance with various laws and regulations.

If any Board member, staff member, or volunteer reasonably believes that some policy, practice, or activity of Truth Spring, or an individual or entity with whom Truth Spring has a business relationship, is in violation of law, a written complaint must be filed by that Board member, staff member, or volunteer with the Executive Director or Board. Complaints by staff and volunteers should be reported to the Executive Director prior filing with the Board in order to follow a proper chain-of-command.

A Board member, staff member, or volunteer is protected from retaliation by Truth Spring only if the Board member, staff member, or volunteer brings the alleged unlawful activity, policy, or practice to the attention of Truth Spring and provides Truth Spring with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to those that comply with this requirement.

Truth Spring will not retaliate against a Board member, staff member, or volunteer who, in good faith, has made a protest or raised a complaint against some practice of Truth Spring, or of another individual or entity with whom Truth Spring has 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.

Truth Spring will not retaliate against Board members, staff, or volunteers who disclose or threaten to disclose to a supervisor or a public body, any activity, policy, or practice of Truth Spring that the Board member, staff member, or volunteer reasonably believes is in violation of a law, a rule, regulation mandated pursuant to law, or is in violation of a clear mandate of public policy concerning the health, safety, welfare, or protection of the environment.

My signature below indicates my receipt and understanding of this policy. I also verify that I have been provided with an opportunity to ask questions about the policy.

Board member / Staff member / Volunteer signature

Date

Witness signature

Date