

Waterman's Community Center
Employee Protection (Whistleblower) Policy
as adopted: May 17, 2010

If any employee reasonably believes that some policy, practice, or activity of Waterman's Community Center (WCC) is in violation of law, a written complaint must be filed by that employee with the Executive Director or the Board President.

It is the intent of WCC 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 is necessary to achieving compliance with various laws and regulations. Employees are expected to bring any alleged unlawful activity, policy, or practice to the attention of WCC and provide management with a reasonable opportunity to investigate and correct the alleged unlawful activity.

WCC will not retaliate against an employee who in good faith, has made a protest or raised a complaint against some practice of WCC, or of another individual or entity with whom WCC 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.

WCC will not retaliate against employees who disclose or threaten to disclose to a supervisor or a public body, any activity, policy, or practice of WCC that the employee reasonably believes is in violation of a law, or of accounting irregularities, 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.

Employee Signature

Date

Employee Name (print)