



Policy for Employee Protection (Whistleblower) Policy

(Established 2011, Reviewed 5/29/2012, Revised 4/2017)

Arm In Arm upholds the following employee protection (whistleblower) policy:

If any employee reasonably believes that some policy, practice or activity of Arm In Arm is in violation of law, a written complaint must be filed by that employee with the Executive Director or the Board Chair.

It is the intent of Arm In Arm 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. An employee is protected from retaliation only if the employee brings the alleged unlawful activity, policy or practice to the attention of Arm In Arm and provides Arm In Arm with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to employees that comply with this requirement.

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

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