

Employee Protection (Whistleblower) Policy

If any employee, volunteer, or other affiliate of Yspaniola reasonably believes that some policy, practice, or activity of Yspaniola is in violation of law, a written complaint must be filed by that person with the Executive Director or the Board President. It is the intent of Yspaniola to adhere to all laws and regulations that apply to the organization. The underlying purpose of this policy is to support the organization's goal of legal compliance. Support from all employees and affiliates is necessary to achieve compliance with various laws and regulations. An employee or affiliate is protected from retaliation only if that person brings the alleged unlawful activity, policy, or practice to the attention of Yspaniola and provides Yspaniola with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to individuals that comply with this requirement.

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

Yspaniola will not retaliate against any employee or affiliate who discloses or threatens to disclose to a supervisor or a public body, any activity, policy, or practice of Yspaniola that the person reasonably believes is in violation of a law, rule, or 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.

Employee/Affiliate Signature

Date

Policy adapted from www.nonprofitrisk.org