

PHILANTHROPY WEST VIRGINIA

EMPLOYEE/VOLUNTEER WHISTLEBLOWER POLICY
(Approved by the Board of Directors on June 6, 2007)

If any employee, contractor, board member or volunteer believes that some policy, practice, or activity of Philanthropy West Virginia (“Association”) is in violation of law, a written complaint must be filed by that individual with the Association President, Board Chair or Board Vice-Chair.

It is the intent of the Association to adhere to all laws and regulations that apply to the organization and the underlying purpose of this policy is to support the Association’s goal of legal compliance. The support of all employees, contractors, board members and volunteers is necessary to achieving compliance with various laws and regulations. An individual is protected from retaliation only if the individual brings the alleged unlawful activity, policy, or practice to the attention of the Association and provides the Association 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.

Philanthropy West Virginia will not retaliate against an individual who in good faith, has made a protest or raised a complaint against some practice of the Association, or of another individual or entity with whom the Association 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.

Philanthropy West Virginia will not retaliate against individuals who disclose or threaten to disclose to a supervisor or a public body, any activity, policy, or practice of the Association that the individual 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 the health, safety, welfare, or protection of the environment.

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

Name - printed

Signature

Date