

Employee Whistleblower Protection Policy

If any employee reasonably believes that some policy, practice, or activity of the Trinity Foundation, Inc. is in violation of the law; a written complaint must be filed by that employee with the Executive Director or the Board President. If the policy, practice, or other activity in question directly involves the Executive Director or the Board President, then the written complaint must be brought to the vice-president or another director/board member, officer, or key employee.

It is the intent of the Trinity Foundation to adhere to all laws and regulations 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 Trinity Foundation and provides the Trinity Foundation 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.

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

Trinity Foundation will not retaliate against employees who disclose or threaten to disclose to a supervisor or a public body, any activity, policy, or practice of Trinity Foundation that the employee 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 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.

Signature

Date