

**Interfaith Food Ministry of Nevada County
Whistle Blower Policy**

Approved on February 25, 2014

If any employee/volunteer reasonably believes that some policy, practice, or activity of Interfaith Food Ministry of Nevada County is in violation of law, a written complaint may be filed by that employee/volunteer with the Executive Director or the President of the Board.

It is the intent of Interfaith Food Ministry of Nevada County 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/volunteers is necessary to achieving compliance with various laws and regulations. An employee/volunteer is protected from retaliation only if the employee/volunteer brings the alleged unlawful activity, policy, or practice to the attention of the Executive Director or any member of the President of the Board and provides the Executive Director or the President of the Board with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to employees/volunteers that comply with this requirement.

Interfaith Food Ministry of Nevada County will not retaliate against an employee/volunteer who, in good faith, has made a protest or raised a complaint against some practice of Interfaith Food Ministry of Nevada County or of another individual or entity with whom Interfaith Food Ministry of Nevada County had 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. This policy also protects employees and volunteers who disclose, or may disclose, information regarding alleged violations to a person with authority over the employee, volunteer, or another employee who has authority to investigate, discover or correct the violation.

Interfaith Food Ministry of Nevada County will not retaliate against an employee/volunteer who discloses or threatens to disclose to a supervisor or a public body any activity, policy, or practice of Interfaith Food Ministry of Nevada County that the employee/volunteer 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 health, safety, welfare, or protection of the environment.

A copy of this signed policy is required by every employee of Interfaith Food Ministry of Nevada County and posted on the Volunteer Bulletin Board for volunteers.

Please see attached, sign and return to your supervisor, which will be maintained in your personnel file.

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Interfaith Food Ministry of Nevada County will not retaliate against an employee who discloses or threatens to disclose to a supervisor or a public body any activity, policy, or practice of Interfaith Food Ministry of Nevada County 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 or public policy concerning 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 Name

Employee Signature

Date