



Employee Protection (Whistle Blower) Policy

If an employee reasonably believes that some policy, practice or activity of Freedom's Frontier National Heritage Area is a violation of law, a written complaint must be filed by that employee with the Board President.

It is the intent of Freedom's Frontier National Heritage Area to adhere to all laws and regulations that apply to the organization and to support the organization's goal of legal compliance. The support of all employees is necessary to achieve that goal. An employee is protected from retaliation only if the employee brings the alleged unlawful activity, policy or practice to the attention of the organization with a reasonable opportunity to investigate and correct the alleged unlawful activity.

Freedom's Frontier National Heritage Area will not retaliate against an employee who in good faith, has made a protest or raised a complaint against some practice of the organization, or of another individual or entity with whom the organization has a business relationship, on the basis of a reasonable belief that the practice is a violation of law, or clear mandate of public policy.

Freedom's Frontier National Heritage Area will not retaliate against employees who disclose or threaten to disclose to a supervisor or a public body, any activity, policy or practice of the organization that the employee reasonably believes is a violation of a law, or a rule, or regulation mandated pursuant to law, or is in violation of a clear mandate of public policy.

My signature below indicates my receipt and understanding of this policy. I verify that I have been given an opportunity to ask questions about this policy.

Employee Signature

Date