

Employee Protection/Whistleblower Policy (taken from *Nonprofit Risk Management Center* at www.nonprofitrisk.org)

If any employee reasonably believes that some policy, practice or activity of the North Kansas City Schools Education Foundation is in violation of law, a written complaint must be filed by that employee with the Advisory Board chair.

It is the intent of the North Kansas City Schools Education Foundation 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 is necessary to achieve 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 the Advisory Board chair and provides a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to employees who comply with this requirement.

The North Kansas City Schools Education Foundation will not retaliate against an employee who, in good faith, has made a protest or raised a complaint against some practice of the Education Foundation, or of another individual or entity with whom the Education 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.

The North Kansas City Schools Education 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 the Education 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)