

## *Whistleblower Policy*

If any person reasonably believes that some policy, practice, or activity of Episcopal Children's Services is in violation of law, a written complaint must be filed by that person with the Chief Executive Officer or the Board President. It is the intent of Episcopal Children's Services 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 is necessary to achieving compliance with various laws and regulations. A person is protected from retaliation only if the person brings the alleged unlawful activity, policy, or practice to the attention of Episcopal Children's Services and provides Episcopal Children's Services with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to those that comply with this requirement. Episcopal Children's Services will not retaliate against a person who in good faith has made a protest or raised a complaint against some practice of Episcopal Children's Services, or of another individual or entity with whom Episcopal Children's Services 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. Episcopal Children's Services will not retaliate against a person who discloses or threatens to disclose to a supervisor or a public body, any activity, policy, or practice of Episcopal Children's Services that the person 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.