

Arts For Life Whistleblower Policy

The Sarbanes-Oxley Act (American Competitiveness and Accountability Act of 2002) requires that all corporations, including nonprofits, develop, adopt, and disclose a whistleblower policy.

If any employee reasonably believes that some policy, practice, or activity of Arts For Life is in violation of law or a clear mandate or public policy, a written complaint must be filed by the employee with the Executive Director or the Board Chair.

Arts For Life will not retaliate against an employee who, in good faith, has made a protest or raised a complaint against some practice of Arts For Life, or of another individual or entity with whom Arts For Life has a business relationship, on the basis of a reasonable belief that the practice is in violation of law or a clear mandate or public policy.

Arts For Life also will not retaliate against employees who disclose or threaten to disclose to a supervisor or a public body, any activity, policy, or practice of Arts For Life that the employee reasonably believes is in violation of law or a clear mandate or public policy.

An employee is protected from retaliation only if he or she brings the alleged unlawful activity, policy, or practice to the attention of Arts For Life and provides Arts For Life with a reasonable opportunity to investigate the alleged unlawful activity.

My signature below indicates my receipt and understanding of this policy.

Signature

Date

Name (Please print)