

## **Pasadena Village Whistleblower Protection Policy**

**POLICY:** If any employee of the Pasadena Village reasonably believes that some policy, practice, or activity is in violation of law, a written complaint may be filed by that employee with the Executive Director, or an officer of the Board.

It is the intent of the Pasadena Village 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 in achieving 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 Executive Director, or an officer of the Board and provides her/him with a reasonable opportunity to investigate and correct the alleged unlawful activity.

The Pasadena Village will not retaliate against an employee who, in good faith, has made a protest or raised a complaint against some practice of the Pasadena Village on the basis of a reasonable belief that the practice is in violation of law or a clear mandate of public policy.

The Pasadena Village 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 the Pasadena Village 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.

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Full Name (print)

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Signature

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Date