



WHISTLEBLOWER POLICY

The Bridge Restoration Ministry encourages its affiliated persons (affiliated person, director, resident, contractor) to report improper activities in the workplace and will protect affiliated persons from retaliation for making any such report in good faith.

1. Affiliated Person Rights

Affiliated persons have the right to report, without suffering retaliation, any activity by The Bridge Restoration Ministry or any of our affiliated persons that the affiliated person reasonably believes:

- 1) violates any state or federal law;
- 2) violates or amounts to noncompliance with a state or federal rule or regulation; or
- 3) violates fiduciary responsibilities by a NONPROFIT corporation.

In addition, affiliated persons can refuse to participate in an activity that would result in a violation of state or federal statutes, or a violation or noncompliance with a state or federal rule or regulation. Affiliated persons are also protected from retaliation for having exercised any of these rights in any former capacity.

The whistleblower protection laws do not entitle affiliated persons to violate a confidential privilege of The Bridge Restoration Ministry (such as the attorney-client privilege) or improperly disclose protected information.

2. Where to Report

Affiliated persons have the duty to comply with all applicable laws and to assist The Bridge Restoration Ministry to ensure legal compliance. An affiliated person who suspects a problem with legal compliance is required to report the situation(s) to the Executive Director and the Chair of the Board of Directors.

Affiliated persons may also report information regarding possible unlawful activity to an appropriate government or law enforcement agency.

3. Protection from Retaliation

It is the intent of this policy to encourage affiliated persons to report fraudulent or illegal activities and there shall be no retaliation for any reports made pursuant to this policy. Any affiliated person who believes they have been retaliated against for whistle blowing may file a complaint with either the Executive Director or the Chair of the Board of Directors. Any complaint of retaliation will be promptly investigated and remedial action will be taken when warranted. This protection from retaliation is not intended to prohibit managers, supervisors, or the Board from taking action, including disciplinary action, in the ordinary course of business based on valid performance-related factors.