



## **WHISTLEBLOWER POLICY**

If any employee or volunteer reasonably believes that some policy, practice, or activity of God's Pit Crew Inc. is in violation of law, a written complaint must be filed by the complainant with the Executive Director or the Board Chairman.

It is the intent of God's Pit Crew Inc. 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 and volunteers is necessary in achieving compliance with various laws and regulations.

An employee or volunteer is protected from retaliation only if the employee or volunteer brings the alleged unlawful activity, policy, or practice to the attention of God's Pit Crew Inc. and provides God's Pit Crew Inc. with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to employees and volunteers that comply with this requirement.

God's Pit Crew Inc. will not retaliate against an employee or volunteer who in good faith, has made a protest or raised a complaint against some practice of God's Pit Crew Inc. or of another individual or entity with whom God's Pit Crew Inc. 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.

God's Pit Crew Inc. will not retaliate against employees or volunteers who disclose or threaten to disclose to a supervisor or a public body, any activity, policy, or practice of God's Pit Crew Inc. that the employee or volunteer 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.