

ORANGE COUNTY PARTNERSHIP
Board Policy Concerning Employee Whistle-Blower Protection
Adopted: September 1, 2009

The Board of Directors of the Orange County Partnership has adopted the policy described below, for the protection of its employees and in order to comply with the law.

Each current employee and all new employees shall be given a copy of the whistle-blower policy set forth below and shall be asked to sign a copy to indicate that they have been informed about their rights under the policy.

It shall be the responsibility of the President/CEO or her/his designee to assure that all employees are informed about the policy.

If any employee of the Partnership reasonably believes that some policy, practice or activity of the Orange County Partnership is in violation of law, that employee must file a written complaint with the President/CEO and the Board Chair. If the employee believes or suspects that either the President/CEO or the Board Chair are involved in the unlawful activity, the employee must also give copies of his/her written complaint to the Chair of the Board Governance Committee and two other members of the Board Executive Committee.

It is the intent of the Orange County Partnership 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 to achieve 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 Orange County Partnership and provides the Partnership with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to employees who comply with these requirements.

The Orange County Partnership will not retaliate against an employee who, in good faith, has made a protest or raised a complaint against some practice of the Partnership, or of another individual or entity with whom the Orange County Partnership has a business relationship, on the basis of a reasonable belief that the practice is or may be in violation of law, or a clear mandate of public policy. The Orange County Partnership will not retaliate against employees who disclose or threaten to disclose to a supervisor or a public body, any activity, policy or practice of the Orange County Partnership 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 the health, safety, welfare or protection of the environment.

My signature below indicates that I have received a copy of this policy and understand its contents. I also verify that I have been provided with an opportunity to ask questions about the policy.

Employee Name

Date