

Westchester Jewish Council **“Whistleblower Policy”**

(as of November 12, 2012)

If any employee or board member reasonably believes that some policy, practice, or activity of the Westchester Jewish Council is in violation of law, a written complaint may be filed by that person with the **Executive Director and/or the President**.

It is the intent of the Westchester Jewish Council 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 board members is necessary to achieving compliance with various laws and regulations. Individuals are protected from retaliation only if they bring the alleged unlawful activity, policy, or practice to the attention of the Executive Director and/or President and provide the Westchester Jewish Council with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to employees and board members that comply with this requirement.

The Westchester Jewish Council will not retaliate against an employee or board member who, in good faith, has made a protest or raised a complaint against some practice of the Westchester Jewish Council or of another individual or entity with whom the Westchester Jewish Council had 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.

Westchester Jewish Council will not retaliate against an employee or board member who discloses or threatens to disclose to a supervisor or a public body any activity, policy, or practice of the Westchester Jewish Council that the employee or board member 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.