



*In Honor of Matt Kell & Cathy Spehn*

245 Barclay Circle, Suite 300, Rochester Hills, MI 48307 • FoundationForFamilies.org  
A 501(c)(3) Non-Profit Organization • Tax ID# 26-0609040

## **New Day Foundation for Families Employee Protection (Whistleblower) Policy**

If any employee reasonably believes that some policy, practice, or activity of New Day Foundation for Families is in violation of law, that employee must file a written complaint with the Executive Director or the Board Chairman.

It is the intent of New Day Foundation for Families 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 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 New Day Foundation for Families and provides New Day Foundation for Families with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to employees that comply with this requirement.

New Day Foundation for Families will not retaliate against an employee who in good faith, has made a protest or raised a complaint against some practice of New Day Foundation for Families, or of another individual or entity with whom New Day Foundation for Families 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.

New Day Foundation for Families will not retaliate against employees who disclose or threaten to disclose to a supervisor or a public body, any activity, policy, or practice of New Day Foundation for Families 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 my receipt and understanding of this policy. I also verify that I have been provided with an opportunity to ask questions about the policy.

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

Revised 01/2019