

**TRUE Research Foundation
WHISTLEBLOWER POLICY**

If any employee reasonably believes that policy, practice, or activity of TRUE is in violation of law, a written complaint must be filed by that employee with the Chief Executive Officer or the Board President.

An employee is protected from retaliation if the employee brings the alleged unlawful activity, policy or practice to the attention of TRUE and provides TRUE with a reasonable opportunity to investigate and correct the alleged unlawful activity. The employee must give TRUE the opportunity to investigate and correct the alleged unlawful activity. Any employee who discloses an alleged unlawful activity, policy or practice directly to a third party or public body, without first allowing TRUE a reasonable opportunity to investigate, will not be protected by this policy.

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

TRUE will not retaliate against employees who disclose or threaten to disclose to a supervisor or a public body, any activity, policy, or practice of TRUE 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.