

(1) reporting suspected violations of federal, state or local laws or regulations on the part of the Society; (2) providing truthful information in connection with an inquiry or investigation by a court, agency, law enforcement, or other governmental body; and (3) identifying potential violations of any adopted Society policies, including the Society's Code of Ethics and the Society's Conflict of Interest Policy.

This Whistleblower Protection Policy (this "Policy") forbids any retaliatory action, including harassment, discrimination, intimidation, or in the case of employees, adverse employment consequences of any kind, to be taken against any individual who, in good faith, reports a violation or suspected action taken by or within the Society that is illegal, fraudulent or in violation of Society policies, including the Code of Ethics or the Conflict of Interest Policy, or who in good faith complains about, or raises a claim or concern about, any type of harassment, retaliation or discrimination prohibited by applicable law or Society policy. Retaliation is also prohibited against individuals who are not themselves complainants, but who participate in good faith in an investigation. Any associate (as defined below) who engages in any form of retaliation will be subject to discipline, up to and including termination of employment or removal from a volunteer position. Associates who believe that they or someone they know are being, or have been, retaliated against should immediately report this to his or her supervisor,