



The Community Cat Alliance Whistleblower Policy

It is the intent of Community Cat Alliance to adhere to all laws and regulations that apply to the organization, and the purpose of this Policy is to support the organization's goal of legal compliance. The support of all corporate officers, directors, and volunteers is necessary to achieve compliance with various laws and regulations. An individual is protected from retaliation only if the individual brings the alleged unlawful activity, policy, or practice to the attention of the Board and provides the Board with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to individuals that comply with this requirement.

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

The Board will not retaliate against an individual who discloses or threatens to disclose to a member or a public body any activity, policy, or practice of the organization that the individual 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.

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.

Signature and Date