



## POLICY WHISTLEBLOWER

If any member-in-good-standing of the Voices of Omaha Board of Directors or Chorus reasonably believes that some policy, practice, or activity of Voices of Omaha is in violation of law, a written complaint may be filed by that member-in-good-standing with the Board of Directors.

It is the intent of Voices of Omaha 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 members-in-good-standing is necessary to achieving compliance with various laws and regulations. Such member is protected from retaliation only if the member brings the alleged unlawful activity, policy, or practice to the attention of the Board of Directors and provides said Board with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to members who comply with this requirement.

Voices of Omaha will not retaliate against a member-in-good-standing who, in good faith, has made a protest or raised a complaint against some practice of Voices of Omaha, or of another individual or entity with whom Voices of Omaha 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.

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

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.

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Board Member Signature and Date

Adopted by Voices of Omaha Board of Directors: September 9, 2013