

CAPPA

Volunteer Protection (Whistleblower) Policy

September 25, 2009

If any volunteer reasonably believes that some policy, practice or activity of CAPPA is in violation of law, a written complaint must be filed by that volunteer with the CAPPA President and/or any other member of the Executive Committee.

It is the intent of CAPPA 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 volunteers is necessary to achieving compliance with various laws and regulations. A volunteer is protected from retaliation only if the volunteer brings the alleged unlawful activity, policy, or practice to the attention of CAPPA and provides CAPPA with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to volunteers who comply with this requirement.

CAPPA will not retaliate against a volunteer who, in good faith, has made a protect or raised a complaint against some practice of CAPPA, or of another individual or entity with whom CAPPA 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.

CAPPA will not retaliate against volunteers who disclose or threaten to disclose to an Executive Committee member or a public body, any activity, policy or practice of CAPPA that the volunteer 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.