

# ADMIRAL'S COVE BEACH CLUB

## Whistleblower Policy

Board resolution: The board of directors approves the inclusion of the following statement in the Employee Handbook, and directs the Board of Directors to ensure that it is given to and acknowledged by employees as well as individual Board members. In addition, the Board of Directors will ensure that the Whistleblower Protection Notification is posted in the workplace, as is required by state law.

Policy: If any member of ACBC Board of Directors reasonably believes that some policy, practice, or activity of ADMIRAL'S COVE BEACH CLUB, INC. is in violation of law, a written complaint may be filed by that person with the Board of Directors.

It is the intent of the ACBC Board of Directors 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.

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

ACBC will not retaliate against a Board Member who discloses or threatens to disclose to a supervisor or a public body any activity, policy, or practice of ACBC that the Board 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.

Signature \_\_\_\_\_ Date: \_\_\_\_\_