

**SOUTH MIDDLE RIVER CIVIC ASSOCIATION**  
**Policies and Procedures**

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**TITLE OF POLICY:** Member Protection (Whistleblower) Policy

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**PURPOSE:**

It is the intent of South Middle River Civic Association, Inc. (hereinafter "SMRCA") 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.

**POLICY:**

If any SMRCA MEMBER reasonably believes that some policy, practice, or activity of SMRCA is in violation of law, a written complaint must be filed by that employee with the Compliance Officer or the President of the Board of Directors.

The support of all members is necessary to achieving compliance with various laws and regulations. A member is protected from retaliation only if the member first brings the alleged unlawful activity, policy, or practice to the attention of the Compliance Officer or the President of the Board of Directors and provides SMRCA with a reasonable opportunity to investigate and correct the alleged unlawful activity.

The protection described below is only available to members that comply with the above requirement:

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

SMRCA will not retaliate against members who disclose or threaten to disclose to a board member or a public body, any activity, policy, or practice of SMRCA 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 the 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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Print Name

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Board Member Signature and Date