



Policy Name:	Whistleblower
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Employee/Board Member Protection (Whistleblower) Policy

If any employee/board member reasonably believes that some policy, practice, or activity of El Camino Community College Foundation (herein after referred to as the “Foundation”) is in violation of law, a written complaint must be filed by that employee/board member with the Executive Director or the Board President.

It is the intent of the Foundation 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 employees/board members is necessary to achieving compliance with various laws and regulations. An employee/board member is protected from retaliation only if the employee/board member brings the alleged unlawful activity, policy, or practice to the attention of the Foundation and provides the Foundation with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to employees/board members that comply with this requirement.

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

The Foundation will not retaliate against employees/board members who disclose or threaten to disclose to a supervisor or a public body, any activity, policy, or practice of the Foundation that the employee/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 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.

Employee/Board Member

Date