

Gaston College Foundation Whistle-blower Policy

Adopted by the Gaston College Foundation Board of Directors

Date November 5, 2009

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If any employee reasonably believes that some policy, practice, or activity of the Gaston College Foundation, Inc. (herein referred to as the College Foundation) is in violation of law, a clear mandate, or public policy a written complaint must be filed by that employee with the Executive Director, Board President, or the President of Gaston College.

The College Foundation or Gaston College (herein referred to as the College) will not retaliate against an employee who, in good faith, has made a protest or raised a complaint against some practice of the College Foundation, or of an employee of the College Foundation or the College, or of another individual or entity with whom the College Foundation has a business relationship, on the basis of a reasonable belief that the practice is in violation of law, or a clear mandate or public policy.

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

An employee is protected from retaliation only if he or she brings the alleged unlawful activity, policy, or practice to the attention of the College Foundation or the College and provides the College Foundation or College with a reasonable opportunity to investigate and correct the alleged unlawful activity.