



Children's Cancer & Blood Foundation's Employee Protection Policy

If any employee reasonably believes that a policy, practice, or activity of The Children's Cancer & Blood Foundation ("CCBF") is in violation of law, a written complaint must be filed by that employee with the Executive Director or the Chairman of the Board of Director.

It is the intent of CCBF to adhere to all laws and regulations that apply to the organization. The underlying purpose of this policy is to support the organization's goal of legal compliance. The support of all employees is necessary in order to achieve compliance with various laws and regulations. An employee is protected from retaliation only if the employee brings the alleged unlawful activity, policy, or practice to the attention of CCBF and provides CCBF with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to employees that comply with this requirement.

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

CCBF will not retaliate against employees who disclose or threaten to disclose to a supervisor or a public body, any activity, policy, or practice of CCBF 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 of 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 Signature

Date

Printed Name