



Temple Beth Abraham

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Temple Beth Abraham “Whistleblower Policy” (adopted as of January 6, 2015)

If any volunteer, employee or board member reasonably believes that some policy, practice, or activity of Temple Beth Abraham is in violation of law, a written complaint may be filed by that person with the **Rabbi, Director of Operations and/or the President**.

It is the intent of Temple Beth Abraham 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 volunteers, employees and board members is necessary to achieving compliance with various laws and regulations. Individuals are protected from retaliation only if they bring the alleged unlawful activity, policy, or practice to the attention of the Rabbi, Director of Operations and/or President and provide Temple Beth Abraham with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to volunteers, employees and board members that comply with this requirement.

Temple Beth Abraham will not retaliate against a volunteer, employee or board member who, in good faith, has made a protest or raised a complaint against some practice of Temple Beth Abraham or of another individual or entity with whom the Temple Beth Abraham had 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.

Temple Beth Abraham will not retaliate against a volunteer, employee or board member who discloses or threatens to disclose to a supervisor or a public body any activity, policy, or practice of Temple Beth Abraham that the volunteer, employee or 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.