

ARCH Community Housing Trust Employee Protection (Whistleblower) Policy

If any employee reasonably believes that some policy, practice, or activity of ARCH Community Housing Trust is in violation of law, a written complaint must be filed by that employee with the Executive Director or the Board President or other member of the board.

It is the intent of ARCH Community Housing Trust 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 is necessary to achieving compliance with various laws and regulations. Employees are expected to bring any alleged unlawful activity, policy, or practice to the attention of ARCH Community Housing Trust and provide management with a reasonable opportunity to investigate and correct the alleged unlawful activity.

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

ARCH Community Housing Trust will not retaliate against employees who disclose or threaten to disclose to a supervisor or a public body, any activity, policy, or practice of ARCH Community Housing Trust that the employee reasonably believes is in violation of a law, or of accounting irregularities, 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 that I have received the Open Door and Whistleblower Protection policy and make a commitment to follow them.

Employee Signature

Date