



## Employee Protection (Whistleblower) Policy

If any employee reasonably believes that some policy, practice, or activity of International Children's Care (ICC) is in violation of law or applicable regulations, a written complaint must be filed by that employee with the President or the Board Chairman.

It is the intent of ICC 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. An employee is protected from retaliation only if the employee brings the alleged unlawful activity, policy, or practice to the attention of ICC and provides the organization 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. It will be up to ICC administration to determine whether or not corrections or changes are needed. The employee will be notified of the final outcome of the investigation as well as any corrective measures being taken.

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

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.

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Employee Signature

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Date