



# Canine Assistants®

## **Whistleblower Policy**

Policy: if any employee reasonably believes that some policy, practice, or activity of Canine Assistants is in violation of law, that employee may file a written complaint with the Chief Executive Officer.

It is the intent of Canine Assistants 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 Gary Arnold and provides Canine Assistants 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.

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

Canine Assistants will not retaliate against an employee who discloses or threatens to disclose to a supervisor or a public body any activity, policy, or practice of Canine Assistants 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 health, safety, welfare, or protection of the environment.