

The Crisis Ministry of Princeton and Trenton

Policy for Employee Protection (Whistleblower) Policy

(Established 2011, Reviewed 5/29/2012)

The Crisis Ministry upholds the following employee protection (whistleblower) policy:

If any employee reasonably believes that some policy, practice or activity of the Crisis Ministry is in violation of law, a written complaint must be filed by that employee with the Executive Director or the Steering Committee Chair(s).

It is the intent of the Crisis Ministry 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 the Crisis Ministry and provides the Crisis Ministry 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.

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

The Crisis Ministry will not retaliate against employees who disclose or threaten to disclose to a supervisor or a public body, any activity, policy, or practice of the Crisis Ministry that the employee reasonably believes is in violation of a law, a rule, or a 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.