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WHISTLEBLOWER POLICY

If any employee reasonably believes that some policy, practice, or activity of CRMS is in violation of law, a written complaint may be filed by that employee with the Executive Director. It is the intent of CRMS to adhere to all laws and regulations that apply to the organization, and the underlying purpose of the 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 CRMS and provides CRMS 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.

CRMS will not retaliate against an employee who, in good faith, has made a protest or raised a complaint against some practice of CRMS, or of another individual or entity with whom CRMS 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. CRMS 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 CRMS that the employee reasonably believes is in violation of a clear mandate or public policy concerning health, safety, welfare, or protection of the environment



