

**Whistleblower policy**

If any employee reasonable believes that some policy, practice, or activity of the Policy Studies Organization (PSO) is in violation of law, a written complaint must be filed by that employee with the Executive Director or the Board President.

It is the intent of the PSO to adhere to all laws and regulations that apply to the organization, and the underlying purpose of this policy is to support the organizations goal of legal compliance.

The PSO will not retaliate against an employee who in good faith, has made a protest or raised a complaint against some practice of the PSO, or of another individual or entity with whom the PSO 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 PSO 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 PSO 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 of public policy concerning the health, safety, welfare, or protection of the environment.