

Builders Association of Northern Nevada

EMPLOYEE AND MEMBER PROTECTION (WHISTLEBLOWER) POLICY

The Builders Association of Northern Nevada (BANN) requires directors, officers, members and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities.

If any employee or member reasonably believes that some policy, practice or activity of the Builders Association of Northern Nevada is in violation of law or of its Bylaws or policies, a written complaint must be filed with the Executive Director or the Board President, or other appropriate Executive Committee member, who will be responsible for assuring that the matter is appropriately investigated and resolved.

It is the intent of BANN 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 and members is necessary to achieve compliance with various laws and regulations. An employee or member is protected from retaliation if the alleged ethics violation or unlawful activity, policy, or practice is brought to the attention of BANN in good faith. The protection described below is only available to those who comply with this requirement.

BANN will not retaliate against an employee or member who, in good faith, has made a protest or raised a complaint against some practice of BANN, or of another individual or business entity with whom BANN has a business relationship, or on the basis of a reasonable belief that the practice is in violation of law or of the Bylaws or policies.

The Builders Association of Northern Nevada will not retaliate against employees or members who disclose or threaten to disclose to a supervisor or public body any activity, policy, or practice of BANN that the employee or member reasonably believes is in violation of the Bylaws or policies, or a law, a rule, or regulation mandated pursuant to law or is in violation of a clear mandate or 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.

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date