

**VOLUNTEERS IN MEDICINE**  
**EMPLOYEE PROTECTION (WHISTLEBLOWER) POLICY**

If any employee reasonably believes that some policy, practice, or activity of Volunteers in Medicine Clinic is in violation of law, a written complaint must be filed by that employee with the Medical Director or Chairman of the Board.

It is the intent of Volunteers in Medicine 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 Volunteers in Medicine and provides Volunteers in Medicine with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is available to all employees that comply with this requirement.

Volunteers in Medicine will not retaliate against an employee who in good faith has made a protest or raised a complaint against some practice of Volunteers in Medicine on the basis of a reasonable belief that the practice is in violation of law or a clear mandate of public policy.

Volunteers in Medicine will not retaliate against employees who disclose or threaten to disclose to a supervisor or a public body any activity, policy, or practice of Volunteers in Medicine 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.