**Whistleblower Policy**

If any Member reasonably believes that some policy, practice, or activity of District <name> Masters Brewers Association of the Americas is in violation of the law, a written complaint must be filed by that Member with the Executive Vice President (Amy Hope) or the Board President.

It is the intent of the District 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 volunteers is necessary to achieving compliance with various laws and regulations. An employee or volunteer is protected from retaliation only if they bring the alleged unlawful activity, policy, or practice to the attention of the District and provides the organization with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to those that comply with this requirement.

The District will not retaliate against anyone who in good faith, has made a protest or raised a complaint against some practice of the organization, or of another individual or entity with whom the organization 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 District will not retaliate against anyone who disclose or threaten to disclose to a public body, any activity, policy, or practice of organization that they reasonably believe is in violation of a law, or a rule, or regulation mandated pursuant to law or is in violation of a clear mandate or public policy concerning the health, safety, welfare, or protection of the environment.

By signing this document I acknowledge that I have read and will abide with the stated policy.

Dated:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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