



the abundance foundation

[www.theabundancefoundation.org](http://www.theabundancefoundation.org)

*building our local foodshed, modeling renewable energy and inspiring community*

220 Lorax Lane #5 · Pittsboro, NC 27312 · 919-533-5181

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## Abundance Foundation Whistleblower Policy

If any employee reasonably believes that some policy, practice, or activity of The Abundance Foundation is in violation of law, or a clear mandate or public policy, a written complaint must be filed by that employee with the Executive Director/CEO or the Board Chair.

The Abundance Foundation will not retaliate against an employee who, in good faith, has made a protest or raised a complaint against some practice of The Abundance Foundation, or of an employee of The Abundance Foundation, or of another individual or entity with whom The Abundance Foundation has a business relationship, on the basis of a reasonable belief that the practice is in violation of law, or a clear mandate or public policy.

The Abundance Foundation also 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 Abundance Foundation 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 or public policy concerning the health, safety, welfare, or protection of the environment.

An employee is protected from retaliation only if he or she brings the alleged unlawful activity, policy, or practice to the attention of The Abundance Foundation and provides The Abundance Foundation with a reasonable opportunity to investigate and correct the alleged unlawful activity.

*My signature indicates my receipt and understanding of this policy. I also verify that I have been given an opportunity to ask questions about the policy.*

\_\_\_\_\_Date

\_\_\_\_\_Employee Signature

*The Abundance Foundation is a 501(c)3 nonprofit organization, Federal Tax ID# 20-4327530*

*This letter is printed on 100% post consumer recycled paper.*

local food ● renewable energy ● community