

**522 Employee Protection (Whistleblower) Policy**

**Effective Date: 01/03/2011**

**Revision Date: New Policy**

If any employee reasonably believes that some policy, practice, or activity of CAANH is in violation of law; a written complaint must be filed by that employee with the President/CEO, Director of Human Resources or the Board President.

It is the intent of CAANH to adhere to all laws and regulations that apply to the Agency. The underlying purpose of this policy is to support the Agency's goal of legal compliance. The support of all employees is necessary to achieving compliance with various laws and regulations. An employee will be protected from retaliation in the event the employee brings the alleged unlawful activity, policy, or practice to the attention of CAANH and provides the Agency with a reasonable opportunity to investigate and correct the alleged unlawful activity.

The protection described below is only available to employees that comply with this requirement.

CAANH will not retaliate against an employee who in good faith, has made a protest or raised a complaint against some practice of CAANH, or of another individual or entity with whom CAANH 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.

CAANH 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 Agency 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.

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

For any questions regarding this policy please contact the Human Resource Department (203) 387-7700 ext 209.