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## **Impact Fund Whistleblower Policy December 2010**

It is the intent of the Impact Fund to follow all laws and regulations that apply to the organization, and the underlying purpose of this Policy is to support the Impact Fund's goal of full legal compliance. The support of all employees is important to achieve this goal.

If any employee reasonably believes that some policy, practice or activity of the Impact Fund is in violation of law, that employee may file a written complaint with the Executive Director or the Chair of the Board of Directors. An employee is protected from retaliation if the employee brings the alleged unlawful policy, practice or activity to the attention of the Executive Director or the Board Chair in this way and provides the Impact Fund with a reasonable opportunity to investigate and correct the alleged unlawful activity.

The Impact Fund will not retaliate against any employee who, in good faith, has made a complaint about an Impact Fund policy, practice or activity on the basis of a reasonable belief that the practice is in violation of law or a clear mandate of public policy.

The Impact Fund will not retaliate against an employee who discloses or threatens to disclose to a supervisor or a public body any policy, practice or activity of the Impact Fund that the employee reasonably believes is in violation of a clear mandate or public policy concerning health, safety, welfare, or protection of the environment.

***Board Approved 12/13/10***