



Salvadori Center "Whistleblower" Policy:

The Salvadori Center is committed to lawful and ethical behavior in all of its activities and requires its employees to conduct themselves in a manner that complies with all applicable laws and regulations. If at any time a concern exists regarding the propriety or legality of any action contemplated to be taken or that has been taken by any Center employee, contractor, or vendor, as the action relates to Center activities, or if an action needs to be taken in order for the Center to be in compliance with law or appropriate ethical standards, employees can address the issue directly by going to their manager or to the next level of management as needed until matters are satisfactorily resolved.

Alternatively, if employees are not comfortable speaking to a manager or do not feel their issue has been properly addressed, they may contact the Executive Director. If employees do not believe that these channels of communication can/should be used to express their concerns, they may contact the Board Chair. If they are not comfortable with these alternatives they may also contact the Center's outside legal counsel.

Under this policy (sometimes referred to as a "whistleblower policy"), those who report illegal or improper activity will be protected. Efforts will be made to treat a report of unethical or illegal conduct as confidential, consistent with the need to investigate and prevent or correct the action. The individual making the report will not be discharged, threatened, harassed, or discriminated against for reporting in good faith what they perceive to be wrongdoing, violations of law, or unethical conduct.