



International Children's  
Heart Foundation  
*Where Hope Comes to Life*

## **Board Resolution**

### **RE: Whistleblower Policy**

The Board of Directors of the International Children's Heart Foundation (ICHF), Memphis, TN, hereby approves on the 4<sup>th</sup> day of January 2013, the following Whistleblower Policy:

Policy: If any employee reasonably believes that some policy, practice or activity of ICHF is in violation of law, a written complaint may be filed by that employee with the Executive Director.

It is the intent of ICHF 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 is necessary to achieving compliance with various laws and regulations. An employee is protected from retaliation only if the employee brings the alleged unlawful activity to the attention of the Executive Director and provides ICHF with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to employees who comply with this requirement.

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

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

Each employee will be presented with a copy of this Policy, and will indicate by signature that he/she understands this Policy.

**IN WITNESS WHEREOF, the undersigned has executed this RESOLUTION on this 4<sup>th</sup> day of January 2013.**

Respectfully Submitted By

Bret C. B. Rodriguez, President