

Fulton Science Academy, Inc Whistleblower Protection Policy

Adopted on Dec 10, 2008

Fulton Science Academy, Inc Whistleblower Protection Policy: Reporting Suspected Violations of Law or Misconduct

Fulton Science Academy, Inc is committed to maintaining a workplace where associates are free to raise good faith concerns regarding the FSA's business practices, specifically: **(1)** reporting suspected violations of law on the part of the FSA, including but not limited to federal laws and regulations; **(2)** providing truthful information in connection with an inquiry or investigation by a court, agency, law enforcement, or other governmental body; and **(3)** identifying potential violations of the FSA's Code of Ethics.

The FSA policy forbids any retaliatory action, including harassment, intimidation, or adverse employment actions of any kind, to be taken against an individual who, in good faith, reports a suspected violation of law or the Code of Ethics, or who in good faith complains about, or raises a claim or concern about, any type of harassment, retaliation or discrimination prohibited by applicable law or FSA policy. Retaliation is also prohibited against individuals who are not themselves complainants, but who participate in good faith in an investigation. Any associate who engages in any form of retaliation will be subject to discipline, up to and including employee termination or removal of volunteer from his or her position. Individuals who believe that they or someone they know are being, or have been, retaliated against should immediately report this to his or her appropriate supervisor, FSA Governing Board, the appropriate management/human resource representative.