

Hebrew Free Loan, San Francisco Whistleblower Protection Policy

Hebrew Free Loan is committed to protecting employees, applicants for employment and members of the Board of Directors from retaliation for making a “protected disclosure” or for having refused to obey an “illegal order.” A “protected disclosure” is a reasonable, good faith written communication that discloses or shows an intention to disclose information that may evidence a violation of law or an improper policy, practice or activity of Hebrew Free Loan or a condition that may significantly threaten the health or safety of employees or the public, if the disclosure is for the purpose of remedying the condition. An “illegal order” is a directive to violate an applicable statute or regulation.

Hebrew Free Loan may not retaliate against one of its employees or an applicant for employment or member of its Board of Directors who has made a protected disclosure or who has refused to obey an illegal order. If such person reasonably believes that a policy, practice or activity of Hebrew Free Loan is in violation of law or significantly threatens the health or safety of employees or is otherwise improper, then such person must deliver a written complaint to the Executive Director or President of Hebrew Free Loan and provide the organization a reasonable opportunity to investigate and correct the practice, policy, activity or directive. The protection against retaliation shall apply only if the employee or applicant for employment or member of the Board of Directors complies with the preceding sentence.

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 or Board Member Name

Employee or Board Member Signature

Date