

# The First Methodist Church of Fort Worth Foundation, Inc.

## WHISTLEBLOWER POLICY

### Purpose:

**This policy is intended to encourage Board members, staff (paid and volunteer) and others to report suspected or actual occurrence (s) of illegal, unethical or inappropriate events (behaviors or practices) without retribution.**

If anyone reasonably believes that some policy, practice, or activity of The First Methodist Church of Fort Worth Foundation, Inc. ("FOUNDATION") is in violation of law, policy of official business practices, a written complaint must be filed by that individual with the Board President.

It is the intent of the FOUNDATION to adhere to all laws and regulations that apply to the FOUNDATION and the underlying purpose of this policy is to support the FOUNDATION's goal of legal and policy mandated compliance. The support of all individuals is necessary to achieving compliance with various laws, regulations and policies with ethical practices. An individual is protected from retaliation only if the individual brings the alleged unlawful activity, policy, or practice to the attention of the FOUNDATION and provides the FOUNDATION with a reasonable opportunity to investigate and correct the alleged unlawful or inappropriate activity.

### PROCESSES

1. The Whistleblower should promptly report the suspected or actual event to the President of the Foundation.
2. The Whistleblower can report the event anonymously.
3. Anyone who retaliates against the Whistleblower (who reported the event in good faith) will be subject to discipline, including termination of Board or employee status.
4. The President of the Foundation receiving the report (s) must promptly act to investigate and/or resolve the issue.
5. The identity of the Whistleblower, if known, shall remain confidential to those persons directly involved in applying this policy, unless the issue requires investigation by law enforcement, in which case members of the FOUNDATION are subject to subpoena.

BOARD APPROVED	
<i>Kenneth H. Jones, Jr. Pres.</i>	Date
President	3-16-09