**POLICY**

**Re: Board & Employee**

**Protection (Whistleblower) Policy**

**Board of Trustees**

**Nevada State College Foundation**

**Henderson, Nevada**

**Purpose**

The purpose of this policy is to establish procedures for receipt and handling of complaints alleging that some policy, practice, or activity of the Nevada State College Foundation (NSCF) is in violation of law or constitutes misuse of NSCF resources.

It is the intent of NSCF to adhere to all laws and regulations that apply to the Foundation and the underlying purpose of this policy is to support the organization’s goal of legal compliance. The support of all Board members and/or employees is necessary to achieving compliance with various Federal, State and local laws and regulations. A Board member and/or employee is protected from retaliation only if the Board member and/or employee brings the alleged unlawful activity, policy, or practice to the attention of NSCF, and one provides it with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to Board members and /or employees that comply with this requirement.

**Procedure**

If any Board member and/or employee reasonably believe that some policy, practice, or activity of the NSCF is in violation of law, a written complaint must be filed by that Board member and/or employee directly with the Board Chair or ~~to~~ the President of the College. The written complaint must set forth in detail the policy, practice or activity alleged to be in violation of law.

**No Retaliation**

NSCF will not retaliate against a Board member or an employee who in good faith, has filed a complaint against some policy, practice or activity of NSCF, or of another individual or entity with whom NSCF has a business relationship, on the basis of a reasonable belief that the policy, practice or activity is in violation of law.

NSCF also will not retaliate against a Board member or employee who discloses or threatens to disclose to the Chair and/or a supervisor and/or a public body, any activity, policy, or practice of NSCF that the employee reasonably believes is in violation of law, rule, or regulation.

***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.***

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Board Member and/or Employee Signature Date

Adopted:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, 2009

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Chair, Board of Trustees

APPROVED 6.2009

UPDATED 12.2009

REVIEWED 7.2011

REVIEWED 9.2013

REVIEWED 9.2015