

## Pro-Life Action League Whistleblower Policy

The Pro-Life Action League is committed to operating in furtherance of its tax-exempt purposes and in compliance with all applicable laws, rules and regulations, including those concerning accounting and auditing, and prohibits fraudulent practices by any of its board members, officers, employees, or volunteers. This policy outlines a procedure for board members or employees to report actions that a board member or employee reasonably believes violates a law, or regulation or that constitutes fraudulent accounting or other practices. This policy applies to any matter which is related to the Pro-Life Action League's business and does not relate to private acts of an individual not connected to the business of the Pro-Life Action League.

If a board member or employee has a reasonable belief that another board member or employee of the Pro-Life Action League has engaged in any action that violates any applicable law, or regulation, including those concerning accounting and auditing, or constitutes a fraudulent practice, the board member or employee is expected to immediately report such information to the Vice President/Secretary, Ann Scheidler. If the board member or employee does not feel comfortable reporting the information to the Vice President/Secretary, he or she is expected to report the information to the Executive Director, Eric Scheidler.

All reports will be followed up promptly, and an investigation conducted. In conducting its investigations, the Pro-Life Action League will strive to keep the identity of the complaining individual as confidential as possible, while conducting an adequate review and investigation.

The Pro-Life Action League will not retaliate against a board member or employee in the terms and conditions of board member status or employment because that board member or employee: (a) reports to a supervisor, to the executive director, the Board of Directors or to a federal, state or local agency what the employee believes in good faith to be a violation of the law; or (b) participates in good faith in any resulting investigation or proceeding, or (c) exercises his or her rights under any state or federal law(s) or regulation(s) to pursue a claim or take legal action to protect the employee's rights.

The Pro-Life Action League may take disciplinary action (up to and including termination) against a board member or employee who in management's assessment has engaged in retaliatory conduct in violation of this policy.

In addition, the Pro-Life Action League will not, with the intent to retaliate, take any action harmful to any board member or employee who has provided to law enforcement personnel or a court truthful information relating to the commission or possible commission by the Pro-Life Action League or any of its board members or employees of a violation of any applicable law or regulation.

Supervisors will be trained on this policy and the Pro-Life Action League's prohibition against retaliation in accordance with this policy.