

Foundation Beyond Belief, Inc.

Whistleblower Policy



The Board of Directors of Foundation Beyond Belief (“FBB”) approves the inclusion of the following statement in the Staff & Board Handbooks:

If any contractor or salaried employee, volunteer (including board members), or intern (hereinafter “personnel”) reasonably believes that some policy, practice, or activity of FBB is in violation of law or is unethical, a written complaint may be filed by that individual. It is the intent of FBB to adhere to all laws and regulations that apply to the organization, and the underlying purpose of this policy is to support FBB's goal of legal and ethical compliance while protecting individuals whose good-faith concerns seek the same goal.

The support of all personnel is necessary to achieve compliance with various laws and regulations. Personnel are protected from retaliation if they bring the alleged unlawful activity, policy, or practice to the attention of FBB and provides FBB with a reasonable opportunity to investigate and correct the alleged unlawful or unethical activity. To ensure that FBB is properly informed of the problem in question and has an opportunity to respond, it is important that concerns or complaints be formally submitted to the Board Chair at board@foundationbeyondbelief.org. The protection described below is available to all personnel who comply with this requirement.

FBB shall not retaliate against any personnel who:

- In good faith, has made a protest or raised a complaint against some practice of FBB, or of another individual or entity with whom FBB had a business relationship, on the basis of a reasonable belief that the practice is in violation of law or a clear mandate of public policy or is unethical
- Discloses or threatens to disclose to a supervisor or a public body any activity, policy, or practice of FBB that personnel reasonably believes is in violation of a law, or a rule, or regulation mandated pursuant to law or is in violation of a clear mandate or public policy concerning health, safety, welfare, or protection of the environment, or is unethical

A report made under this policy may have a considerable impact on the personal and professional lives of those charged, both during the investigation and long term. Therefore, any person who intentionally makes a false or malicious allegation against another may be subject to discipline up to and including termination of employment as well as civil or criminal charges if applicable. A false or baseless allegation is one made with an awareness of its falsity or one made without any substantial basis and with a reckless disregard for its truth or falsity.

The President will ensure that it is given to and acknowledged by all staff and the Board Chair will ensure that it is given to and acknowledged by all board members. Questions about the whistleblower policy should be directed to FBB’s President Noelle George at noelle@foundationbeyondbelief.org or Board Chair Clare Wuellner at board@foundationbeyondbelief.org.