

MARYLAND FOOD BANK

Employee Protection (Whistleblower) Policy

If any employee reasonably believes that some policy, practice, or activity of the Maryland Food Bank is in violation of law, a written complaint must be filed by that employee with the CEO, or the chair of the Board's Audit and Finance Committee, or by contacting a third-party monitoring service retained by the Maryland Food Bank.

It is the intent of the Maryland Food Bank to adhere to all laws and regulations that apply to the organization and the underlying purpose of this policy is to support the organization's goal of legal and ethical compliance. The support of all employees is necessary to achieving compliance with various laws and regulations. An employee is protected from retaliation only if the employee brings the alleged unlawful activity, policy, or practice to the attention of the Maryland Food Bank and provides the Maryland Food Bank with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to employees that comply with this requirement.

The Maryland Food Bank will not retaliate against an employee who in good faith, has made a protest or raised a complaint against some practice of the Maryland Food Bank, or of another individual or entity with whom the Maryland Food Bank has a business relationship, on the basis of a reasonable belief that the practice is in violation of law, a clear mandate of public policy, or the stated code of conduct of the Maryland Food Bank.

The Maryland Food Bank will not retaliate against employees who disclose or threaten to disclose to a supervisor or a public body, any activity, policy, or practice of the Maryland Food Bank that the employee 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 of public policy concerning the health, safety, welfare, or protection of the environment.