



# GREAT POND MOUNTAIN CONSERVATION TRUST

## Whistleblower Policy

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Adopted: September 14, 2009

Revised: December 12, 2017

Due for Review: \_\_\_\_\_

See Also: \_\_\_\_\_

### Land Trust Standards and Practices

This policy complies with the LTA Standard 2, Practice A.

### Introduction

**Purpose of Policy:** GPMCT requires directors, officers, volunteers and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. Thus, employees are required to disclose conduct described below that occurs in connection with the Organization. Directors, officers and volunteers are encouraged to disclose a violation, unsafe condition or practice or an illegal act at GPMCT. Contact the Executive Director or Board President.

**Responsible Committee:** Governance Committee

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### Policy

#### Whistleblower Protection

It is illegal for GPMCT to fire, threaten, or retaliate against employees or treat employees differently because an employee:

1. Reported a violation of the law;
2. Reported something that risks someone's health or safety;
3. Refused to do something that will endanger their life or someone else's life and the employee has asked GPMCT to correct it; or
4. Has been involved in an investigation or hearing held by the government.

An Employee is protected by this law ONLY if the employee:

1. Tells the Executive Director or Board President about the problem and allows a reasonable time for it to be corrected; or
2. Has good reason to believe that GPMCT will not correct the problem.

To report a violation, unsafe condition or practice or an illegal act at GPMCT, employees shall contact the Executive Director or Board President.

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**Documentation: None**

**Adoption**

This policy was adopted by the Board of Directors of Great Pond Mountain Conservation Trust on the 14th day of September, 2009, and amended on the 12th day of December, 2017 at a duly constituted meeting at which a quorum was present.

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Signature of authorized officer

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Date