

Urban Ministries of Durham

Whistle Blower Policy

If any employee reasonably believes that some policy, practice, or activity of Urban Ministries of Durham (“UMD”) is in violation of law or regulation applicable to UMD, the employee is encouraged to file a written statement regarding such belief with the Executive Director or the Board Chair.

UMD prohibits any officer or employer of UMD to take any adverse employment action against any employee who, acting in good faith and on the basis of a reasonable belief that a certain policy, practice or activity of UMD violates a law, regulation or public policy applicable to UMD, notifies the Executive Director, Board Chair or other responsible representative of UMD that such policy, practice or activity of UMD, or of an employee of UMD, or of another individual or entity with whom UMD has a business relationship, is in violation of law, regulation or public policy applicable to Urban Ministries.

UMD also prohibits the taking of any adverse employment action against any employee who (i) discloses or threatens to disclose to a public body or governmental agency, any activity, policy, or practice of UMD that the employee reasonably believes is in violation of a law, regulation or public policy applicable to UMD or (ii) provides information, causes information to be provided, or otherwise assists in any investigation by a public body or governmental agency with respect to any activity, policy or practice of UMD. The foregoing shall apply to any instance in which an employee provides testimony before a public body or governmental agency in any proceeding with respect to any activity, policy or practice of UMD.

A signed copy of the above policy indicating the employee’s receipt and understanding of the policy shall be retained in each employee’s personnel file.

Adopted by the Urban Ministries Board of Directors this 16th day of March 2006.

Sue Guptill, Board Chair

Colleen Anna, Secretary