

Sanibel-Captiva Conservation Foundation

Protection of Whistle Blowers Policy

The Sanibel-Captiva Conservation Foundation (SCCF) Board of Trustees has adopted a policy relating to 'Whistle Blowers', the text of which is set forth below. A copy of this policy will be provided to each current employee as well as any future employee, along with a copy of the Personnel Policy.

1. A Whistle Blower, as herein referred to shall be deemed to be an SCCF Worker (as defined in paragraph 2 hereof) who reasonably knows or believes that another SCCF Worker or SCCF Workers is or are guilty of conduct consisting of fraud or other misconduct which are a violation of Federal or State of Florida civil, criminal, or administrative laws or regulations, and are desirous of bringing such violation to the attention of appropriate authorities, and who have filed a complaint against such SCCF Worker or Workers as hereinafter provided, or as required by and in accordance with requirements of the Federal or State civil, criminal or administrative law.
2. It is the declared and specific intention and policy of SCCF that no officer, trustee, supervisor, paid or unpaid employee, member or employee of the firm which conducts the outside or annual audit of SCCF, attorney or employee of an attorney doing work on behalf of SCCF, nor volunteer worker of SCCF (herein collectively called a SCCF Worker) shall knowingly, with intent to retaliate or harm any other SCCF Worker (herein called the Whistle Blower), including the threatening of, or interference with the lawful employment or living of the Whistle Blower by reason of the Whistle Blower providing to a Supervisor, employee, officer or trustee of SCCF, or any law enforcement, administrative or investigative officer, or Body of the State of Florida or Federal Government, any truthful information relating to the commission of violation of any applicable civil criminal or Administrative law or regulation, or possible commission of a crime, or violation of civil, criminal or administrative law or offense, under the laws of the State of Florida.
3. Any SCCF Worker, as above described, may file a Whistle Blower complaint as provided for by applicable law. Unless otherwise permitted by applicable law or regulation, the complaint shall be in writing and signed by the Whistle Blower, signed before an officer authorized to take oaths that to the best of the Whistleblower's knowledge and belief the matters set forth in the Complaint are true and correct.
4. No SCCF Worker shall at any time destroy, mutilate or change any SCCF document to prevent such document from being used in an official proceeding.
5. It is the intention of this policy to grant to and confirm to each SCCF Worker the rights as may be granted to "Whistle Blowers" under the Federal law commonly known as The Sarbanes-Oxley Act, or any subsequent amendment thereto which shall be applicable to the SCCF, as well as any other State of Florida or Federal Law or Regulation that may be enacted or adopted protecting the rights of "Whistle Blowers" which shall relate to SCCF. To the extent that this policy shall restrict any such rights granted by such laws or regulations shall be deemed.

Signature of Employee

Date