

The Koby Mandell Foundation

Employee Protection (Whistleblower) Policy

If any employee reasonably believes that some policy, practice, or activity of The Koby Mandell Foundation is in violation of law, a written complaint must be filed by that employee with the President or the Board Chairperson. In the event the employee is not satisfied with the response of the President or Board Chairperson he or she has the right to file the written complaint with any other Foundation board member. A list of board members and contact information for The Koby Mandell Foundation offices in the US, Israel and Canada can be found on the Foundation web site at www.kobymandell.org.

It is the intent of The Koby Mandell Foundation 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 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 Koby Mandell Foundation and provides The Koby Mandell Foundation 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 Koby Mandell Foundation will not retaliate against an employee who in good faith, has made a protest or raised a complaint against some practice of The Koby Mandell Foundation, or of another individual or entity with whom The Koby Mandell Foundation has 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.

The Koby Mandell Foundation 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 Koby Mandell Foundation 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.