



WHISTLEBLOWER POLICY

In order to encourage responsible governance of the agency, The Suffolk Y JCC (SYJCC) has implemented the following procedure for employees who reasonably believe a policy, practice, or activity of SYJCC is in violation of a law, rule, regulation, or clear mandate of public policy, including but not limited to, those activities relating to the financial practices of the agency.

If any employee reasonably believes a policy, practice, or activity of SYJCC is in violation of a federal, state, or local law, rule, regulation, or a clear mandate or public policy, SYJCC strongly encourages the employee to forward such concerns to the employee's immediate supervisor. If the matter is not resolved as a result of those discussions or if the employee does not feel comfortable discussing the issue with his/her immediate supervisor, the employee should contact his/her Department Head. If the matter is not resolved as a result of those discussions or if the employee does not feel comfortable discussing the issue with the employee's Department Head, the employee should contact the Chief Operating Officer. If the matter is not resolved as a result of those discussions, or if the employee does not feel comfortable discussing the issue with the Chief Operating Officer, the employee should contact the Chief Executive Officer. In the alternative, the employee may submit the matter anonymously to the Chief Executive Officer.

When appropriate, SYJCC will investigate any reported matter and take appropriate corrective action. SYJCC is committed to protecting responsible employees, who report violations, from reprisals or retaliation. An employee who participates in or conceals a violation may be subject to disciplinary action, up to and including possible termination of employment.

SYJCC encourages all employees utilizing any avenue of this whistleblower procedure to provide sufficient details to permit SYJCC to investigate the employee's concerns. While not required, SYJCC strongly encourages the report of any such matter to be in writing to assist in its investigation.