



Whistleblowers Policy (Employees)

The Suffolk Y JCC encourages its employees to report improper activities in the workplace and will protect employees from retaliation for making any such report in good faith.

Employee Rights

Employees have the right to report, without suffering retaliation, any activity by The Suffolk Y JCC or a Suffolk Y JCC employee that the employee reasonably believes: 1) violates any state or federal law; 2) violates or amounts to noncompliance with a state or federal rule or regulation; or 3) violates fiduciary responsibilities by a corporation or limited liability company to its shareholders, investors, or employees.

In addition, employees can refuse to participate in an activity that would result in a violation of state or federal statutes, or a violation or noncompliance with a state or federal rule or regulation.

The whistleblower protection laws do not entitle employees to violate a confidential privilege of The Suffolk Y JCC (such as the attorney-client privilege) or improperly disclose trade-secret information.

Where to Report

Employees have the duty to comply with all applicable laws and to assist The Suffolk Y JCC to ensure legal compliance. An employee who suspects a problem with legal compliance is required to report the situation(s) to the Executive Director. If an employee suspects a problem with legal compliance related to the Executive Director, the employee is required to reach out to the Board President, Craig Padover craig@arescomanagement.com.

Employees may also report information regarding possible unlawful activity to an appropriate government or law enforcement agency.

Protection from Retaliation

Any employee who believes they have been retaliated against for whistleblowing may file a complaint with The Suffolk Y JCC's Executive Director.

Tips and Considerations

- ▶ Federal and state laws provide protection from discharge or other discriminatory actions by employers in retaliation for employees' good faith complaints about safety and health hazards or other violations of law in the workplace and the environment. The whistleblower programs do not preempt existing state statutes and common law claims. All provisions contained in the programs are in addition to protection provided by state laws.
- ▶ **The Sarbanes-Oxley Act of 2002** is a federal statute, passed as a result of the Enron debacle and other corporate scandals. It's an expansive act with a number of financial, audit, and professional conduct sections most recently implemented (and to some extent reinterpreted) by the Securities and Exchange Commission (SEC). Much of Sarbanes-Oxley affects employers in specific professions, such as accountants and attorneys. However, a number of sections affect all employers whose stock is registered with the SEC, however large or small. The act makes it illegal for a public stock company to discharge or in any way discriminate against an employee because the person provides information or assists in an investigation by a federal regulatory or law enforcement agency, member of Congress, company supervisor, or investigator regarding conduct the employee reasonably believes violates federal fraud law or SEC rules and regulations. The civil whistleblower provisions of the act also extend liability to any officer, employee, contractor, subcontractor, or agent of the company.