



Whistleblower Protection Policy

If any employee or volunteer reasonably believes that some policy, practice, or activity of FPMT Regional Office of North America Inc. (“FPMT-RONA”) is in violation of law, a written complaint may be filed by that employee/volunteer with the board chair.

It is the intent of FPMT-RONA 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/volunteers is necessary to achieving compliance with various laws and regulations. An employee/volunteer is protected from retaliation only if the employee/volunteer brings the alleged unlawful activity, policy, or practice to the attention of the board chair of FPMT-RONA and provides the board chair with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to employees/volunteers that comply with this requirement.

FPMT-RONA will not retaliate against an employee/volunteer who, in good faith, has made a protest or raised a complaint against some practice of FPMT-RONA, or of another individual or entity with whom FPMT-RONA had 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.

FPMT-RONA will not retaliate against an employee/volunteer who discloses or threatens to disclose to a supervisor or a public body any activity, policy, or practice of FPMT-RONA that the employee/volunteer 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 or public policy concerning health, safety, welfare, or protection of the environment.

This Whistleblower Policy extends beyond the law by encouraging reporting of law violations as well as prohibiting retaliation.