

Whistleblower Policy

Central California Food Bank is committed to maintaining a workplace where employees are free to raise good faith concerns regarding Central California Food Bank's business practices, specifically: **(1)** reporting suspected violations of law on the part of CCFB, including but not limited to federal laws and regulations; **(2)** providing truthful information in connection with an inquiry or investigation by a court, agency, law enforcement, or other governmental body; and **(3)** identifying potential violations of CCFB policy, specifically the policies contained in CCFB's employee handbook. .

An employee who wishes to report a suspected violation of law or policy may do so confidentially by contacting the CCFB Chief Executive Officer or anonymously by calling a "hotline," which is staffed by CCFB's external HR consulting group (Sierra Hr Partners, 559-356-5011, 8:00am – 5:30pm, Monday- Friday). Note that although the employee is not expected to prove the truth of the allegation, the employee needs to demonstrate to the person contacted that there are sufficient grounds for concern.

CCFB expressly prohibits any form of retaliation, including harassment, intimidation, adverse employment actions, or any other form of retaliation, against employees who raise suspected violations of law, cooperate in inquiries or investigations, or identify potential violations of CCFB policies. Any employee who engages in retaliation will be subject to discipline, up to and including termination.

Approved by Board of Directors 3/24/10