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## **Pinewood Property Owners' Association Handling "Whistleblowers" Policy**

If any Pinewood Property Owners' Association member reasonably believes that some policy, practice, or activity of the Pinewood Property Owners' Association is in violation of law, a written complaint must be filed by member with the Pinewood Property Owners' Association Board President.

It is the intent of Pinewood Property Owners' Association 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 members is necessary to achieving compliance with various laws and regulations. A member is protected from retaliation only if the member brings the alleged unlawful activity, policy, or practice to the attention of Pinewood Property Owners' Association President and provides the Pinewood Property Owners' Association with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to members that comply with this requirement.

Pinewood Property Owners' Association will not retaliate against an member who in good faith, has made a protest or raised a complaint against some practice of Pinewood Property Owners' Association, or of another individual or entity with whom Pinewood Property Owners' Association 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.

Pinewood Property Owners' Association will not retaliate against a member who discloses or threatens to disclose to a Pinewood Property Owners' Association Board Member or a public body, any activity, policy, or practice of Pinewood Property Owners' Association that the member 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.