

**Whistleblower Protection Policy**  
approved by the Board 1/17/2012

1. RRUUC is committed to operating in compliance with all applicable laws, rules and regulations. This policy outlines a procedure for any employee of RRUUC to report actions that they reasonably believe violate a law or regulation, or otherwise constitute fraudulent activity.
2. If an employee has a reasonable belief that somebody acting on behalf of RRUUC has engaged in any action that violates an applicable law or regulation, or that constitutes a fraudulent activity, the person should immediately report such information to the Senior Minister, the Chair of the Board or the Chair of the Finance Committee.
3. RRUUC will not retaliate against an employee in the terms and conditions of employment because that employee has reported in good faith an action that appears to violate a law or regulation, or constitutes a fraudulent activity.
4. RRUUC may take disciplinary action (up to and including termination) against an employee who, in management's assessment, has engaged in retaliatory conduct in violation of this policy.