

FRONT RANGE EQUINE RESCUE

Whistleblower (Employee Protection) Policy

The following represents the “Whistleblower” policy of Front Range Equine Rescue which was approved as of January 1, 2010. The Board of Directors has the authority to amend or repeal this policy.

It is the policy of Front Range Equine Rescue (“FRER”) to comply with all applicable laws and regulations. FRER encourages its officers and employees to share questions, concerns or complaints with their direct supervisor or the CEO of the company.

If an officer or an employee has any reason to believe that a policy, practice or other activity of Front Range Equine Rescue is in violation of law, this concern should be shared with their direct supervisor. If the unlawful conduct implicates such supervisor, or if the employee or officer is uncomfortable reporting the unlawful conduct to a supervisor, the employee or officer can then report the problem to the CEO. If the unlawful conduct implicates the CEO, the employee or officer should report the problem to the Board of Directors Chairperson.

All reports will be investigated promptly with appropriate corrective action taken. In conducting such an investigation, Front Range Equine Rescue will work to keep the identity of the reporting party confidential to the extent this is possible, and consistent with the need to conduct an adequate investigation of the complaint. Front Range Equine Rescue will not knowingly retaliate or take any action harmful to the complaining party as long as they are acting in good faith.

All documentation related to complaints and subsequent investigation under this policy shall be retained in the main office of Front Range Equine Rescue for a time period of seven (7) years.