



CFAR
CENTER FOR APPLIED
RATIONALITY

Whistleblower policy

1. Purpose

The purpose of this policy is to provide all board members and staff with guidelines for the reporting of unethical or illegal behavior by board members, staff, vendors, professional service providers, or affiliated organizations, of Center For Applied Rationality.

2. Policy

Center For Applied Rationality is committed to lawful and ethical behavior in all of its activities and requires its board members, staff, vendors, professional service providers, and all those from affiliated organizations ("CFAR persons") to conduct themselves in a manner that complies with all applicable laws and regulations. Center For Applied Rationality further requires all directors, officers and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. If at any time a CFAR person has a concern regarding the propriety or legality of any action contemplated to be taken or that has been taken by Center For Applied rationality or any CFAR person, or believes that action needs to be taken for Center For Applied Rationality to be in compliance with law or appropriate ethical standards, the CFAR person should promptly advise the Executive Director. If management is unresponsive, if the complainant believes management will be unresponsive, or if management is itself the subject of the concern, the CFAR person should contact the President of the Board to report his or her concerns.

It is the responsibility of CFAR Persons to report violations or suspected violations in accordance with this Whistleblower Policy.

Every effort will be made to investigate a report by a CFAR person as discreetly as possible. Due to needs that might arise while investigating the report, correcting a problem, or preventing future problems, Center For Applied Rationality cannot guarantee complete confidentiality. All reports will be promptly investigated and appropriate corrective action will be taken where

warranted.

No director, officer or employee who in good faith reports a violation or suspected violation shall suffer harassment, retaliation or adverse employment consequences. An employee who retaliates against someone who has reported a violation in good faith is subject to discipline, up to and including termination of employment. This Whistleblower Policy is intended to encourage and enable employees and others to raise serious concerns within Center For Applied Rationality prior to seeking resolution outside of the agency.

ACKNOWLEDGMENT OF RECEIPT

RE: WHISTLEBLOWER POLICY

I _____ (**print full name**) hereby acknowledge the receipt of the **CFAR Whistleblower Policy** and realize that it is my responsibility to read it in detail so that I clearly understand the material.

Employee's Signature

Date

Employee's Name Printed