

**NONPROFIT RISK MANAGEMENT CENTER  
CODE OFFICIALS CONFERENCE OF MICHIGAN (COCM)**

**EMPLOYEE PROTECTION (WHISTLEBLOWER) POLICY**

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

It is the intent of COCM to adhere to all laws and regulations that apply to the COCM and the underlying purpose of this policy is to support the COCM'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 he or she brings the alleged unlawful activity, policy, or practice to the attention of COCM and provides the COCM 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.

COCM will not retaliate against a member who in good faith, has made a protest or raised a complaint against some practice of COCM, or of another individual or entity with whom COCM 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.

COCM will not retaliate against employees who disclose or threaten to disclose to a Board Member or any other member, any activity, policy, or practice of COCM that the member reasonable 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.

My signature below indicates my receipt and understanding of this policy. I also verify that I have been provided with an opportunity to ask questions about the policy.

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

For more information or assistance on any risk management topic, visit [www.nonprofitrisk.org](http://www.nonprofitrisk.org), or call (202) 785-3891.