

# Lymphoma Foundation of America Policies

## Whistleblower Policy

If any employee, board member, or volunteer associated with the Lymphoma Foundation of America reasonably believes that some policy, practice, or activity of the Foundation is in violation of law, the Board of Directors hereby encourages and directs them to make a written complaint to the President.

It is the intent of the Lymphoma Foundation of America to adhere to all laws and regulations that apply to the organization.

The purpose of this policy is to support LFA's goal of legal compliance and ethical functioning. The support of all persons associated with the Foundation is desirable and needed to help achieve compliance with the laws and regulations of our country, state, and locale, and to do our work with the highest possible ethical standards of any nonprofit charity in the United States.

The Lymphoma Foundation of America will not retaliate against an employee who in good faith, has protested or raised a complaint against a practice of the Foundation that they reasonably believe violates the law or runs counter to ethical principles or is in violation of LFA's policy, or violates the privacy rights of other individuals with whom the Foundation has a relationship.

The Lymphoma Foundation of America will not retaliate against employees who disclose or desire to disclose an activity, policy, or practice of the organization that the employee reasonably believes is in violation of a law or regulation pursuant to law concerning the health, safety, welfare, or protection of people and/or the environment.

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

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Employee Signature

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Date