

Employee Protection (Whistleblower) Policy

If any employee reasonably believes that some policy, practice, or activity of the company is in violation of law, a written complaint must be filed by that employee with the Executive Director or an officer of the company.

It is the intent of APC to adhere to all laws and regulations that apply to the organization and the purpose of this policy is to support the organization's goal of legal compliance. The support of all employees is necessary to achieving compliance with various laws and regulations. An employee is protected from retaliation only if the employee brings the alleged unlawful activity, policy, or practice to the attention of APC and provides the agency with reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described is only available to employees that comply with this requirement.

APC will not retaliate against an employee who in good faith has made a protest or raised a complaint against some practice of APC, or of another individual or entity with whom the company 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.

APC will not retaliate against employees who disclose or threaten to disclose to a supervisor or public body, any activity, policy or practice of APC that the employee believes is in violation of law, or a rule, or regulation mandated pursuant to law or is in violation of a clear mandate or public policy concerning the health, safety, welfare, or protection of the public.