

**EMPLOYEE WHISTLEBLOWER PROTECTION POLICY
OF
IRISH AMERICAN CULTURAL INSTITUTE**

If any employee of Irish American Cultural Institute reasonably believes that some policy, practice, or activity of the Organization is in violation of law, a written complaint must be filed by that employee with the Executive Director or the President of the Board of Directors of the Organization.

It is the intent of the Organization to adhere to all laws and regulations that apply to the organization and the underlying purposes 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 if the employee brings the alleged unlawful activity, policy, or practice to the attention of the Organization and provides the Organization with a reasonable opportunity to investigate and correct the alleged unlawful activity.

Any employee witnessing illegal, unethical, or conduct which they perceive to be in violation of a clear mandate of public policy may report same without fear of retaliation or retribution.

Any employee who witnesses such conduct taking place will report it to their supervisor who will then report same to the Executive Director, Chief Executive Officer, or President of the Board of Directors. The first avenue of reporting shall be to the immediate supervisor of the employee and then to the Executive Director or Chief Executive Officer unless one or all of those individuals is/are the target of the reporting. In that event, the employee shall be directed to make a report to the President of the Board of Directors.

The Organization will not retaliate against employees who disclose or threaten to disclose to a supervisor or a public body, any activity, policy, or practice of the Organization that the employee reasonably 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.

The undersigned Secretary of the Corporation hereby attests that the members of the Board of Directors of the Organization have reviewed and adopted this Policy effective immediately.



1/10/2010

Chairman

Date