

Defenders of Animal Rights, Inc.



DEFENDERS OF ANIMAL RIGHTS, INC.

WHISTLEBLOWER POLICY

The Code of Conduct of Defenders requires directors, officers and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees and representatives of the organization, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations. Defenders is committed to operating in furtherance of its tax-exempt purposes and in compliance with all applicable laws, rules and regulations, including those concerning accounting and auditing, and prohibits fraudulent practices by any of its board members, officers, employees, or volunteers.

This Whistleblower Policy is intended to encourage and enable employees and others to raise serious concerns internally so that Defenders can address and correct inappropriate conduct and actions. It is the responsibility of all board members, officers, employees and volunteers to report concerns about violations of the organization's Code of Conduct or suspected violations of law or regulations that govern Defenders' operations.

If an employee has a reasonable belief that an employee or Defenders has engaged in any action that violates any applicable law, or regulation, including those concerning accounting and auditing, or constitutes a fraudulent practice, the employee is expected to immediately report such information to the President. If the employee does not feel comfortable reporting the information to the President, he or she is expected to report the information to a member of the Board of Directors.

All reports will be reviewed promptly, and an appropriate investigation conducted. In conducting its investigations, Defenders will strive to keep the identity of the complaining individual as confidential as possible, while conducting an adequate review and investigation.

Defenders will not retaliate against an employee in the terms and conditions of employment because that employee: (a) reports to a supervisor, to the President, the Board of Directors or to a federal, state or local agency what the employee believes in good faith to be a violation of the law; or (b) participates in good faith in any resulting investigation or proceeding, or (c) exercises his or her rights under any state or federal law or regulation to pursue a claim or take legal action to protect the employee's rights.

Defenders may take disciplinary action (up to and including termination) against an employee who in management's assessment has engaged in retaliatory conduct in violation of this policy. In addition, Defenders will not, with the intent to retaliate, take any action harmful to any employee who has provided to law enforcement personnel or a court, truthful information relating to the commission or possible commission by Defenders or any of its employees of a violation of any applicable law or regulation.