



**Bremerton Valley
Scottish Rite of Freemasonry
5050 State Hwy 303, Ste 103, PMB 169
Bremerton, WA 98311-3691
Web: www.bremertonvalleysr.org**

**Whistle Blower Policy
Bremerton Valley Scottish Rite**

It shall be the policy of this organization that any employee who reasonably believes that some policy, practice, or activity of the organization is in violation of law, a written complaint may be filed by that employee with the organization's Presiding Officer.

It is the organization's intent to adhere to all applicable laws and regulations and the underlying 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 reports the concern, as outlined herein, and provides the organization a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described herein is only available to employees that comply with this requirement. The organization will not retaliate against an employee who, in good faith, has made a protest or raised a complaint against some practice on the basis of a reasonable belief that the practice is in violation of law. The organization will not retaliate against an employee who discloses or threatens to disclose any activity, policy, or practice 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 or public policy concerning health, safety, welfare, or protection of the environment.

First Read April 7, 2010
Approved May 5, 2010

/S/ John H. Stokes
/S/ James N. Reid, Jr.
/S/ Gary E. Kuntz