

FALSE CREEK YACHT CLUB

Policy on Whistleblower Protection

Adopted 2019-10-16

This policy outlines a procedure for members and employees of FCYC to report actions that they reasonably believe violate a law or that constitute fraudulent accounting or other practices. This policy applies to any matter that is related to Club business and does not apply to private acts of individuals not connected to the business of the Club.

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

All reports will be followed up promptly, and an investigation will be conducted. The Board of Directors will strive to keep the identity of the complaining individual as confidential as possible, while conducting an adequate review and investigation.

No member or employee will retaliate against the person initiating a report or giving witness to reported events. The Board of Directors may take disciplinary action (up to and including termination of employment or revocation of membership) against a person who, in the Board's assessment, has engaged in retaliatory conduct in violation of this policy.

In addition, no member or employee of the Club will take retaliatory action against a person who has provided to law enforcement or the courts truthful

information relating to the commission or possible commission by the Club, any of its members, or any of its employees of a violation of any applicable law.