

Junior Achievement of Dallas, Inc.
Non-Retaliation Policy

Employees are required to report any suspected illegal or unethical behavior within the organization. This includes, but is not limited to, reporting financial fraud, fraudulent reporting or recordkeeping and all other types of illegal activity.

Employees who report this type of misconduct in good faith will be protected against discrimination and/or adverse employment action. "Good faith" does not mean that a reported concern must be correct, but it does require that an employee be truthful when reporting a concern.

Retaliation of such reporting made in good faith is strictly prohibited, and Junior Achievement of Dallas, Inc. will take all appropriate action to ensure that employees are free from reprisal termination of employment for those who retaliate. In addition, a person who retaliates may also be subject to civil/or criminal legal action.

Employees who believe that Junior Achievement of Dallas, Inc. or its employees, volunteers (including Board members), host teachers, or vendors are engaging in any type of questionable activity and/or illegal activity, should report it to the Ombudsman, (Rich Crist at 972-871-6227). Confidentiality and anonymity will be maintained and the matter will be fully investigated.

Acknowledged received by:

Employee Signature

Date

Recommended by the Audit Committee and approved by the Executive Committee, April 1, 2005

Revised May 6, 2005
Approved June 24, 2005