# WHISTLEBLOWER POLICY

In accordance with state and federal law, Northern Kane Educational Corp., will not retaliate against any employee who reports any suspected or actual violation of federal or state law, or any other wrongdoing, to a government or law enforcement agency. However, NKEC encourages employees to first report any suspected wrongdoings or illegal or unlawful activity to the Chairman of the NKEC, or CEO or designee of NKEC so that NKEC may conduct its own investigation. In response to receiving any such report, NKEC shall conduct a confidential investigation. NKEC will not retaliate against any employee who files a report or complaint.

**Board Adoption Date**: October 10, 2017.

**Updates** Previously approved Policy dated April 8, 2014

**Revised:** May 4, 2022.

**Revised Approved Date:** June 13, 2022.