



WHISTLEBLOWER POLICY

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It is the policy of the Education Foundation of Collier County that employees, Board members, recipients of Foundation funds or services and public stakeholders have an open opportunity to bring to the attention of Foundation governance, allegations of wrongdoing or malfeasance on the part of Foundation staff, its officers, Board members, employees, and independent contractors. This includes but is not limited to violations of law, gross waste of funds or property, or abuse or neglect of fiduciary duty.

The Foundation has an open door policy. To that end, the Foundation appoints a Whistleblower contact, who is not an employee or Board member of the Foundation.

Retaliation towards those who report such allegations will not be tolerated. Those who retaliate, interfere with investigations, or destroy or conceal evidence will be subject to immediate disciplinary actions to the full extent of the law.

Employees who willfully file complaints based upon information known by the employee making the allegations to be false or misrepresented, will be subject to disciplinary action or other remedies of law.