

Board resolution: The board of directors approves the inclusion of the following statement on the FTP website, and directs the President to ensure that it is given to and acknowledged by all board members. In addition, the President will ensure that whistleblower protection notification is posted on the Texas Bluebird Society website. The TBS website is the equivalent of the board members' workplace.

Policy: If any person reasonably believes that some policy, practice, or activity of the Texas Bluebird Society (TBS) is in violation of law, a written complaint may be filed by that person with the President or any member of the Executive Committee. Each Board Member is required to sign the Whistleblower policy acknowledgement below.

It is the intent of TBS to adhere to all laws and regulations that apply to the organization, and the underlying purpose of this Policy is to support the organization's goal of legal compliance. The support of all members is necessary to achieving compliance with various laws and regulations. A member is protected from retaliation only if the member brings the alleged unlawful activity, policy, or practice to the attention of the President or Executive Committee and provides the President or Executive Committee with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to members that comply with this requirement.

Texas Bluebird Society (TBS) will not retaliate against any member who, in good faith, has made a protest or raised a complaint against some practice of TBS, or of another individual or entity with whom TBS had a business relationship, on the basis of a reasonable belief that the practice is in violation of law or a clear mandate of public policy.

TBS will not retaliate against any member who discloses or threatens to disclose to another board member or a public body any activity, policy, or practice of TBS that the member 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.

My signature below indicates my receipt and understanding of this Policy. I also verify that I have been provided with an opportunity to ask questions about the Policy.

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Board Member Signature and Date