

Long Island Housing Services' WHISTLEBLOWER POLICY

Long Island Housing Services (LIHS) is committed to operating in furtherance of its tax-exempt purposes and in compliance with all applicable laws, rules and regulations, including those concerning accounting and auditing, and prohibits fraudulent practices by any of its board members, officers, employees, or volunteers. This policy outlines a procedure for employees to report actions that an employee reasonably believes violate such laws, rules or regulation or constitutes fraudulent practices. This policy applies to any matter which is related to LIHS' business and does not relate to private acts of an individual not connected to business or resources of LIHS.

If an employee has a reasonable belief that an employee has engaged in any action that violates any applicable law, rule or regulation, including those concerning accounting and auditing, or constitutes a fraudulent practice, the employee is expected to immediately report such information to the Executive Director. If the employee does not feel comfortable reporting the information to the Executive Director, he or she is expected to report the information to the Board President.

All reports will be followed up promptly, with further investigation conducted where needed to resolve disputed facts. In conducting its investigations LIHS will strive to keep the identity of the individual providing information about perceived violations of the accounting, auditing, or other applicable laws and regulations as confidential as possible, while remaining compliant with the conduct of an adequate review and investigation. LIHS will take appropriate action in response to any such report, including, but not limited to, taking disciplinary action (up to and including termination) against an employee who in management's assessment has engaged in misconduct and reporting such misconduct to the relevant civil or criminal authorities as required by law.

LIHS will not retaliate against an employee in the terms and conditions of employment because that employee: (a) reports in good faith what the employee believes to be a violation of the law to a supervisor, to the Board of Directors or to a federal, state or local agency; or (b) participates in good faith in any resulting investigation or proceeding.

In addition, LIHS will not, with the intent to retaliate, take any action harmful to any employee who has provided to law enforcement personnel, or a court, truthful information relating to the commission or possible commission by LIHS or any of its employees of a violation of any applicable law or regulation.