



# The Wild Animal Sanctuary

## WHISTLEBLOWER POLICY

If any employee reasonably believes that some policy, practice, or activity of Rocky Mountain Wildlife Conservation Center, DBA The Wild Animal Sanctuary is in violation of law or regulation, a written complaint may be filed by that employee with the Executive Director. If the employee believes that the Executive Director may be involved in the illegal practice, the employee should file the written complaint with the Chair of the Board.

It is the intent of Rocky Mountain Wildlife Conservation Center, DBA The Wild Animal Sanctuary 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 employees is necessary to achieving compliance with all applicable laws and regulations. An employee is protected from retaliation if the employee brings the alleged unlawful activity, policy, or practice to the attention of the Executive Director of Rocky Mountain Wildlife Conservation Center, DBA The Wild Animal Sanctuary and provides Executive Director of Rocky Mountain Wildlife Conservation Center, DBA The Wild Animal Sanctuary with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to employees that comply with this requirement.

Rocky Mountain Wildlife Conservation Center, DBA The Wild Animal Sanctuary will not retaliate against an employee who, in good faith, has made a protest or raised a complaint against some practice of Rocky Mountain Wildlife Conservation Center, DBA The Wild Animal Sanctuary, or of another individual or entity with whom Rocky Mountain Wildlife Conservation Center, DBA The Wild Animal Sanctuary had a business relationship, on the basis of a reasonable belief that the practice is in violation of law or regulation.

Rocky Mountain Wildlife Conservation Center, DBA The Wild Animal Sanctuary will not retaliate against an employee who discloses or threatens to disclose to a supervisor or a public body any activity, policy, or practice of Rocky Mountain Wildlife Conservation Center, DBA The Wild Animal Sanctuary that the employee reasonably believes is in violation of a law, or regulation mandated pursuant to law.

My signature below indicates my receipt and understanding of this Policy. I also verify that I have been directed to bring any questions I have about this Policy to the Executive Director.

\_\_\_\_\_  
Date

\_\_\_\_\_  
Employee (print full name)

\_\_\_\_\_  
Employee Signature

The Wild Animal Sanctuary  
"Saving Captive Wildlife For Over 31 Years"  
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