



Whistleblower Policy

If any employee reasonably believes that some policy, practice, or activity of Spertus is in violation of law, a written complaint must be filed by that employee with their supervisor, the President, or Board Chairman. It is the intent of Spertus 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 various laws and regulations.

An employee is protected from retaliation only if the employee brings the alleged unlawful activity, policy, or practice to the attention of Spertus and provides Spertus with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to employees who comply with this requirement.

Spertus will not retaliate against an employee who in good faith has made a protest or raised a complaint against some practice of Spertus, or of another individual or entity with whom Spertus has 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. Spertus will not retaliate against employees who disclose or threaten to disclose to a supervisor or a public body, any activity, policy, or practice of Spertus that the employee reasonably believes is in violation of a law, rule, or regulation mandated pursuant to law, or is in violation of a clear mandate or public policy concerning the health, safety, welfare, or protection of the environment.