

**FOUNDATION FOR THE ADVANCEMENT
OF THE PARALEGAL PROFESSION
Employee Protection (Whistleblower) Policy**

The purpose of this Employee Protection (Whistleblower) Policy (“Policy”) is to protect the tax-exempt status of the **Foundation for the Advancement of the Paralegal Profession** (hereinafter referred to as “FAPP”). If any director, officer, employee, committee member, volunteer, agent and other personnel (hereinafter collectively referred to as “Agent(s)”) reasonably believes that some policy, practice, or activity of FAPP is in violation of law, a written complaint must be filed by that Agent with the President of the Board of Directors and Executive Director, if applicable.

It is the intent of FAPP 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 Agents is necessary to achieving compliance with various laws and regulations. An Agent is protected from retaliation only if the Agent brings the alleged unlawful activity, policy, or practice to the attention of FAPP and provides FAPP with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to Agents that comply with this requirement.

FAPP will not retaliate against an Agent who in good faith, has made a protest or raised a complaint against some practice of FAPP, or of another individual or entity with whom FAPP 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.

FAPP will not retaliate against Agents who disclose or threaten to disclose to a supervisor or a public body, any activity, policy, or practice of FAPP that the employee 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 of public policy concerning the health, safety, welfare, or protection of the environment.

All FAPP Agents shall receive a copy of this Policy and shall sign the attached Attachment A to indicate his or her receipt of the Policy. Any changes to this Policy must be approved by FAPP Board of Directors;

NOW THEREFORE, the Board of Directors of the **Foundation for the Advancement of the Paralegal Profession** hereby adopts the foregoing Employee Protection (Whistleblower) Policy.

ADOPTED this 3rd day of August, 2011.

/s/ Kathleen K. Miller, RP

Kathleen K. Miller, RP
Secretary Pro Tem

ATTACHMENT A

The undersigned hereby states:

I have received a copy of the Employee Protection (Whistleblower) Policy of the **Foundation for the Advancement of the Paralegal Profession** (the "Policy").

I have read and understand the Policy.

I agree to comply with the Policy.

I understand that failure to comply with this Policy may result in disciplinary action, up to and including termination of employment, volunteer, or board member status.

I understand that the **Foundation for the Advancement of the Paralegal Profession** is a charitable organizational and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

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.

Signature

Date