

**Attachment D to Bylaws**  
**Whistleblower Protection Policy**

**Article I – Purpose**

Board members, officers, and other members of Save Georgia's Hemlocks are expected to observe high standards of business and personal ethics in the conduct of their duties and responsibilities and to comply with all laws and regulations that apply to the Organization. The purposes of this policy are to support the Organization's goal of legal compliance and to encourage individuals to raise serious concerns within the Organization prior to seeking resolution externally.

**Article II – Procedures**

If any member reasonably believes that some policy, practice, or activity of the Organization is in violation of law, that individual should file a written complaint with the Chairman of the Board and may, at their discretion, also submit a copy to the other Board members. The Chairman will send acknowledgment of receipt of the report to the reporting individual within five business days. The Board is responsible for investigating and resolving all reported complaints and allegations concerning violations promptly and taking appropriate corrective action if warranted by the investigation. Investigation findings and any resolution taken will be documented in the file with the original report.

**Article III – Protection**

A member who, in good faith, makes a protest or raises a complaint against some practice of the Organization or of another individual or entity with whom the Organization has a business relationship, based on a reasonable belief that the practice is in violation of law or a clear mandate of public policy, is protected from retaliation, provided the reporting individual brings the alleged unlawful activity, policy, or practice to the attention of Save Georgia's Hemlocks as described above and allows the Organization a reasonable opportunity to investigate and correct the alleged violation.

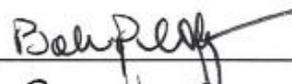
**Article IV – Confidentiality**

Violations or suspected violations may be submitted on a confidential basis by the complainant or may be submitted anonymously. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

**Certification**

This Whistleblower Protection Policy was approved at a meeting of the Board of Directors on January 9, 2011 and is effective as of this date.

	Donna Shearer Chairman
	Rob Strangia Board Member
	Jimmie Walters Board Member

	Bob Pledger Vice Chairman
	Dave Teffeteller Board Member