

## **“Whistleblower” Protection Policy Connecticut Association of Realtors® Inc.**

If any employee or member reasonably believes that some policy, practice, or activity of the Connecticut Association of Realtors® Inc. is in violation of law, a written complaint must be filed by that employee or member with the Executive Vice President or the President. If the employee or member believes in good faith that the Executive Vice President or President is involved in or aware of such policy, practice or activity, the written complaint may be filed with the General Counsel, President-Elect or Treasurer.

It is the intent of the Connecticut Association of Realtors® Inc. to adhere to all laws and regulations that apply to the organization and the underlying purpose of this policy is to support the Association’s goal of legal compliance. The support of all employees and members is necessary to achieving compliance with various 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 Connecticut Association of Realtors® Inc., and provides the Connecticut Association of Realtors® Inc. 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. The Connecticut Association of Realtors® Inc. will not retaliate against an employee or member who in good faith, has made a protest or raised a complaint against some practice of Connecticut Association of Realtors® Inc., or of another individual or entity with whom Connecticut Association of Realtors® Inc. 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.

The Connecticut Association of Realtors® Inc. will not retaliate against employees or members who disclose or threaten to disclose to a supervisor, law enforcement agency or other governmental agency, any activity, policy, or practice of the Connecticut Association of Realtors® Inc. 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 or public policy.