

J.F.K. Health and Welfare Fund, Incorporated Whistleblower Protection Policy (effective on January 1st, 2016)

Purpose: To establish protection for whistleblower members of the J.F.K. Health and Welfare Fund, Incorporated.

Policy:

1. The J.F.K. Health and Welfare Fund, Inc. Board of Directors are legally obligated to comply with the J.F.K. Health and Welfare Fund, Inc. Articles of Incorporation and Corporation Bylaws and all applicable federal and state laws and protecting whistleblowers is an essential component of a professional, ethical, and transparent non-profit organization. Therefore the support of each organization member is necessary to ensure that the J.F.K. Health and Welfare Fund, Inc. Board of Directors complies with all applicable guidance, and all organization members are encouraged to support the J.F.K. Health and Welfare Fund, Inc. Board of Directors' compliance obligation. This necessarily requires that organization members have a protected privilege to submit good-faith complaints regarding the J.F.K. Health and Welfare Fund, Inc. Board of Directors' failure to comply with any applicable legal requirements.

2. An organization member who desires to submit a disclosure regarding any alleged non-compliance with applicable legal requirements by the J.F.K. Health and Welfare Fund, Inc. Board of Directors shall submit the disclosure in writing to the J.F.K. Health and Welfare Fund, Inc. President for action by the J.F.K. Health and Welfare Fund, Inc. Board of Directors. The J.F.K. Health and Welfare Fund, Inc. President shall keep the organization member informed as to the status of the disclosure and shall provide the organization member with a written reply not later than thirty (30) calendar days after receipt of the organization member's disclosure stating the corrective action taken by the J.F.K. Health and Welfare Fund, Inc. Board of Directors to remedy the alleged applicable legal requirement non-compliance identified by the organization member. If the disclosure pertains to the J.F.K. Health and Welfare Fund, Inc. President, then the organization member shall instead submit the disclosure in writing to the J.F.K. Health and Welfare Fund, Inc. Vice-President. An organization member may also submit a disclosure anonymously; however in that situation the J.F.K. Health and Welfare Fund, Inc. President or Vice-President will not be able to communicate with the organization member in order to obtain additional information or to provide the organization member with a written reply.

3. An organization member shall only be protected under this whistleblower protection policy if the member first brings the alleged applicable legal requirement non-compliance to the attention of the J.F.K. Health and Welfare Fund, Inc. President or Vice-President, allows the J.F.K. Health and Welfare Fund, Inc. Board of Directors not less than thirty (30) calendar days to investigate and correct the alleged applicable legal requirement non-compliance problem, and then initiates a good-faith whistleblower complaint based upon his/her reasonable belief that the J.F.K. Health and Welfare Fund, Inc. Board of Directors has failed to correct the applicable legal requirement non-compliance problem and has continued to fail to comply with the applicable legal requirement. The whistleblower complaint may also be submitted at that time to the entity having the legal authority to enforce the particular applicable legal requirement that the J.F.K. Health and Welfare Fund, Inc. Board of Directors is alleged to have failed to comply with.

However, an organization member shall not be required to first submit a disclosure regarding an alleged violation of an applicable federal or New York state criminal law to the J.F.K. Health and Welfare Fund, Inc. President or Vice-President, and may instead submit the disclosure of an alleged violation of applicable federal or New York state criminal law directly to the federal or New York state law enforcement agency having the authority to enforce the particular criminal law that the J.F.K. Health and Welfare Fund, Inc. Board of Directors is alleged to have violated, in which case the organization member's action will also constitute a protected whistleblower complaint.

4. If an organization member threatens to initiate or initiates a good-faith whistleblower complaint, then the J.F.K. Health and Welfare Fund, Inc. Board of Directors shall not retaliate against the organization member who threatened to initiate or initiated a good-faith whistleblower complaint. Retaliation is defined as the intentional act, either by word or action, that a person takes in order to obtain revenge against another person, and which includes but is not limited to suspending, harassing, hazing, abusing, threatening, intimidating, coercing, shunning, ostracizing, demeaning or degrading that person. The J.F.K. Health and Welfare Fund, Inc. Board of Directors shall not retaliate against another organization member who supports or is sympathetic to the organization member who threatened to initiate or initiated a good-faith whistleblower complaint. The J.F.K. Health and Welfare Fund, Inc. Board of Directors shall terminate for cause the membership of any organization member who has retaliated against an organization member who threatened to initiate or initiated a good-faith whistleblower complaint, and it shall dismiss that organization member from organization membership for violation of the J.F.K. Health and Welfare Fund, Inc. Whistleblower Protection policy.

This Whistleblower Protection Policy was approved and adopted by a majority vote of the J.F.K. Health and Welfare Fund, Incorporated Board of Directors on December 10th, 2015 as follows: 7 "Yes" votes, 0 "No" votes, and 1 "Abstain" vote.



Alan Wolfe
Executive Vice-President
J.F.K. Health and Welfare Fund, Incorporated