

Whistleblower Protection Policy

~ Adopted by the Elders of Grace BFC Wallingford on March 19, 2019 ~

Grace Bible Fellowship Church (Grace BFC) is committed to being 'above reproach' in all of its operations and functions in accordance with good governance policies and procedures. Our church will operate in compliance with all applicable laws, rules and regulations, including those concerning accounting and auditing, and we prohibit all fraudulent practices by any of our board members, officers, employees, or volunteers. This policy outlines a procedure for employees to report actions that an employee reasonably believes violates a law, or regulation or that constitutes fraudulent accounting or other practices. This policy applies to any matter which is related to the Church's business and does not relate to private acts of an individual not connected to the business of the Church.

If an employee has a reasonable belief that an employee or representative of Grace Bible Fellowship Church has engaged in any action that violates any applicable law, or regulation, including those concerning accounting and auditing, or constitutes a fraudulent practice, the employee is expected to immediately report such information to the Sr. Pastor. If the employee does not feel comfortable reporting the information to the Sr. Pastor, he or she is expected to report the information to the Delegate to the BFC Conference.

All reports will be followed up promptly, and an investigation conducted. In conducting its investigations, Grace BFC will strive to keep the identity of the complaining individual as confidential as possible, while conducting an adequate review and investigation.

Grace BFC will not retaliate against an employee in the terms and conditions of employment because that employee: (a) reports to a supervisor, a Pastor, the Delegate or other member of the Board of Elders, or to a federal, state or local agency what the employee believes in good faith to be a violation of the law; or (b) participates in good faith in any resulting investigation or proceeding, or (c) exercises his or her rights under any state or federal law(s) or regulation(s) to pursue a claim or take legal action to protect the employee's rights.

Grace BFC may take disciplinary action (up to and including termination) against an employee who, in the Board of Elder's assessment, has engaged in retaliatory conduct in violation of this policy.

In addition, Grace BFC will not, with the intent to retaliate, take any action harmful to any employee who has provided to law enforcement personnel or a court truthful information

relating to the commission or possible commission by the Church or any of its employees of a violation of any applicable law or regulation.

Pastors and Delegates will be trained on this policy and Grace BFC's prohibition against retaliation in accordance with this policy.