



Scholarships for the students of Tulsa Public Schools

Whistleblower Policy

Adopted by the Board of Trustees, January 30, 2025

The Oklahoma Educational Memorial Trust Foundation encourages its officers, employees, and independent contractors to report improper activities in the workplace and will protect employees from retaliation for making any such report in good faith.

1. Employee Rights

Employees have the right to report, without suffering retaliation, any activity by the Oklahoma Educational Memorial Trust Foundation or any of our officers, employees, or independent contractors that the reporter reasonably believes: 1) violates any state or federal law; 2) violates or amounts to noncompliance with a state or federal rule or regulation; or 3) violates fiduciary responsibilities by a nonprofit corporation. In addition, officers, employees, and independent contractors can refuse to participate in an activity that would result in a violation of state or federal statutes, or a violation or noncompliance with a state or federal rule or regulation.

Officers, employees, and independent contractors are also protected from retaliation for having exercised any of these rights in any former employment.

The whistleblower protection laws do not entitle employees to violate a confidential privilege of the Oklahoma Educational Memorial Trust Foundation (such as the attorney-client privilege) or improperly disclose trade-secret information.

2. Where to Report

Employees have the duty to comply with all applicable laws and to assist the Oklahoma Educational Memorial Trust Foundation to ensure legal compliance. An employee who suspects a problem with legal compliance is required to report the situation(s) to the President of the Board of Trustees or other officer of the Board.

Employees may also report information regarding possible unlawful activity to an appropriate government or law enforcement agency.

3. Protection from Retaliation



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It is the intent of this policy to encourage employees to report fraudulent or illegal activities and there shall be no retaliation for any reports made pursuant to this policy. Any employee who believes they have been retaliated against for whistle blowing may file a complaint with either the President of the Board of Trustees or other officer of the Board.

Any complaint of retaliation will be promptly investigated and remedial action taken when warranted. This protection from retaliation is not intended to prohibit managers or supervisors from taking action, including disciplinary action, in the ordinary course of business based on valid performance-related factors.

Please sign below to confirm you have read and understand the Whistleblower policy:

THIS FORM WAS SIGNED BY BOARD OF TRUSTEES ON JANUARY 30, 2025

Employee Signature Date__ signed on Jan. 30, 2025 - signature on file and available on request at oktrust57@gmail.com

Employee's typed or printed name