

American Anti-Vivisection Society

Amendment to the Employee Handbook

Whistleblower Policy

If any employee reasonably believes that some policy, practice, or activity of the American Anti-Vivisection Society (AAVS) is in violation of law, a written complaint must be filed by that employee with the President, Vice President, or Secretary of the Board of Managers.

It is the intent of the American Anti-Vivisection Society to adhere to all laws and regulations that apply to the organization and the underlying purpose of this policy is to support the organization's goal of legal compliance. The support of all employees is necessary to achieving compliance with various laws and regulations. An employee is protected from retaliation only if the employee brings the alleged unlawful activity, policy, or practice to the attention of the American Anti-Vivisection Society and provides AAVS 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 American Anti-Vivisection Society will not retaliate against an employee who in good faith, has made a protest or raised a complaint against some practice of the organization, or of another individual or entity with whom AAVS has a business relationship, provided that the complaint has been made on the basis of a reasonable belief that the practice is in violation of law, regulation, or a clear mandate of public policy.

The American Anti-Vivisection Society will not retaliate against employees who disclose or threaten to disclose to the Board of Managers or a public authority, any activity, policy, or practice of AAVS that the employee reasonably believes is in violation of a law or regulation mandated pursuant to law or is in violation of a clear mandate of public policy concerning health, safety, welfare, or protection of the environment.

Employees are welcome to ask questions about the Policy by contacting the President, Vice-President, or Secretary of the Board of Managers.

Approved by the Board of Managers on December 1, 2010