



Whistleblower Policy

Special Olympics Rhode Island (SORI) encourages its employees to report improper activities in the workplace and will protect employees from retaliation for making any such report in good faith. Employees have the right to report, without suffering retaliation, any activity by SORI or a SORI employee that the employee reasonably believes: 1) violates any state or federal law; 2) violates or amounts to noncompliance with a state or federal rule or regulation; 3) violates fiduciary responsibilities by a corporation or limited liability company to its shareholders, investor, or employees.

In addition, employees 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.

Employees are 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 SORI (such as the attorney-client privilege) or improperly disclose trade-secret information.

Employees have the duty to comply with applicable laws and to assist SORI to ensure legal compliance. An employee who suspects a problem with legal compliance is required to report the situation (s) to their supervisor or other appropriate member of management.

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

Any employee who believes they have been retaliated against for whistle-blowing may file a complaint with SORI's CEO. If the underlying complaint involves the SORI CEO, the Chairman of the SORI Board of Directors or the Chairman's designee shall investigate the matter.

For incidents involving SORI staff (other than the CEO)

Contact: Dennis DeJesus, CEO

Work: (401) 349-4900

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