



teton science schools

EDUCATING FOR A VIBRANT WORLD

Employee Protection (Whistle Blower) Policy

Adopted 3.25.2010

It is the policy and intention of Teton Science Schools, Inc. ("TSS") to adhere to the highest standards of ethical conduct and to comply faithfully with all laws and regulations that apply to the organization. An underlying purpose of this Policy is to support these objectives of ethical conduct and legal compliance. The support of all employees is necessary to achieve these objectives.

If any employee has reason to believe that some activity, policy or practice of TSS violates or may lead to the violation of any law, governmental regulation or policy published in the employee handbook, a written complaint should be filed by that employee with either the Executive Director or the Chairman of the Board of Directors.

An employee is protected from retaliation if the employee brings an alleged unethical or unlawful activity, policy, or practice to the attention of TSS by so filing a written complaint and providing TSS with a reasonable opportunity to investigate and correct the alleged problem. The protection described below is only assured to employees who comply with this requirement.

TSS will not retaliate against an employee who, in good faith, has reported, made a protest or raised a complaint against some practice or activity of TSS or of another individual or entity with whom it has or had a business relationship, on the basis of a reasonable belief that the practice or activity is in violation of law, governmental regulation or TSS policy.

TSS will not retaliate against an employee who, in good faith, discloses or threatens to disclose to a supervisor or a public body any activity, policy, or practice of Teton Science Schools that the employee reasonably believes is in violation of a law, or a rule or regulation mandated pursuant to law, or is in violation of a clear mandate or public policy concerning health, safety, welfare, or protection of the environment.

Inspiring curiosity, engagement and leadership through transformative place-based education.

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