WHISTLEBLOWER POLICY-CONSCIENTIOUS EMPLOYEE PROTECTION ACT (CEPA)

Programs for Parents (PfP) complies with the New Jersey Conscientious Employee Protection Act, N.J.S.A. 34:19-1, et seq. (“CEPA”).

CEPA protects employees by making it unlawful for employers to take adverse employment action against an employee who discloses, objects to or refuses to participate in certain actions that the employee reasonably believes are unlawful or in violation of a clear mandate of public policy.

CEPA prohibits an employer from taking adverse or retaliatory action against an employee because the employee takes certain actions, including any of the following:

- discloses, or threatens to disclose, to a supervisor or to a public body an activity, policy, or practice of the employer or another employer, with whom there is a business relationship, that the employee reasonably believes is in violation of a law, or a rule or regulation promulgated pursuant to law;
- provides information to, or testifies before, any public body investigating, hearing, or inquiry into any violation of law, or a rule or regulation promulgated pursuant to law by the employer or another employer, with whom there is a business relationship;
- objects to, or refuses to participate in, any activity, policy, or practice which the employee reasonably believes:
  - is in violation of a law, or a rule or regulation promulgated pursuant to law;
  - is fraudulent or criminal; or
  - is incompatible with a clear mandate of public policy concerning the public health, safety or welfare or protection of the environment.

PfP will not tolerate any violations of CEPA or any other law. Employees who believe that PfP is in violation of any law or clear mandate of public policy should direct their concerns to the Human Resources Department who will promptly address the matter.

PfP will not retaliate in any way against any employee who raises such a concern. Employees who reasonably believe that they have been the subject of an adverse employment action in violation of CEPA should also address their concerns to the Human Resources Department.

After a complaint is received, PfP will analyze and investigate the matter promptly and will, to the extent reasonably feasible, maintain the confidentiality of such complaints on a need to know basis.

Employees can raise concerns and make reports without fear of reprisal.

Nothing in the policy alters an employee’s At Will status and PfP continues to have the right to terminate employees with or without cause and with or without notice, for legitimate, nonretaliatory reasons. Employees who make complaints under this policy in bad faith may also be subject to discipline up to and including termination.