

Whistleblower Policy:

If any employee reasonably believes that some policy, practice, or activity of IHCF/ African Christian Hospitals is in violation of law, a written complaint must be filed by that employee with the Chairman of the Board.

It is the intent of IHCF/ African Christian Hospitals 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 IHCF and provides IHCF 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.

IHCF/ African Christian Hospitals will not retaliate against an employee who in good faith, has made a protest or raised a complaint against some practice of IHCF or of another individual or entity with whom IHCF has a business relationship, on the basis of a reasonable belief that the practice is in violation of law, or a clear mandate of public policy.

IHCF/ African Christian Hospitals will not retaliate against employees who disclose or threaten to disclose to a supervisor or a regulatory body, any activity, policy, or practice of IHCF 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 of public policy concerning the health, safety, welfare, or protection of the environment.

My signature below indicates my receipt and understanding of this policy. I also verify that I have been provided with an opportunity to ask questions about the policy.

Employee Signature

Date