



## Employee Whistle Blower Policy

Mentis requires employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees of Mentis, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

### **Reporting Responsibility**

This Whistleblower Policy is intended to encourage and enable employees to raise serious concerns internally so that Mentis can address and correct inappropriate conduct and actions. It is the responsibility of all employees to report concerns about violations of Mentis' code of ethics or suspected violations of law or regulations that govern Mentis' operations.

### **No Retaliation**

It is contrary to the values of Mentis for anyone to retaliate against any employee who in good faith reports an ethics violation, or a suspected violation of law, such as a complaint of discrimination, or suspected fraud, or suspected violation of any regulation governing the operations of Mentis. An employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment.

### **Reporting Procedure**

Mentis has an open-door policy and suggests that employees share their questions, concerns, suggestions or complaints with their supervisor. If you are not comfortable speaking with your supervisor or you are not satisfied with your supervisor's response, you are encouraged to speak with the Executive Director. Supervisors and managers are required to report complaints or concerns about suspected ethical and legal violations in writing to the Mentis Executive Director who has the responsibility to investigate all reported complaints. If the complaint involves the Executive Director, it should be presented in writing to the President of the Board of Directors.

The Mentis Executive Director is responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved.

### **Acting in Good Faith**

Anyone filing a written complaint concerning a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.



### **Confidentiality**

Violations or suspected violations may be submitted on a confidential basis by the complainant. Reports of violations or suspected violations will be kept confidential to the extent possible, yet also allow for a thorough investigation.

### **Handling of Reported Violations**

A Mentis supervisor, manager, or Executive Director will notify the person who submitted a complaint and acknowledge receipt of the reported violation or suspected violation. All reports will be promptly investigated, and appropriate corrective action will be taken if warranted by the investigation.

### **Policy Approval By**

Rob Weiss, LCSW, Executive Director at Mentis on December 10, 2019

*Rob Weiss, LCSW*