



Whistleblowers Policy & Guidelines for Reporting Improper Activity

Midwest Biomedical Research Foundation (MBRF) encourages its employees to report any suspected or actual illegal or improper activity. MBRF will not condone any activity that is illegal or improper, whether done by a Board Member, the Executive Director, any MBRF member or employee.

Conduct that may fall into the category of illegal or improper: fraud, theft, safety violations, improper use of authority, gross waste of funds, harassment, or retaliation. Employees should report any improper or illegal events or actions they believe in good faith to have occurred.

Report any activities, which you believe in good faith to be illegal or improper to the Executive Director. If the concern involves the Executive Director, report the improper activity to the Chairman or Treasurer of the Board of Directors for Midwest Biomedical Research Foundation. (You can find out who this is on www.midwestbiomed.ojg).

MBRF will strive to keep your identity confidential, but this cannot be guaranteed. You may be called as a witness in any criminal investigation. MBRF will, however, seek to protect you from any retaliation. Any employee who feels that adverse action has been taken toward him/her due to a report of improper activity should report it as soon as possible, in writing, to the Executive Director, the Chairman or the Treasurer.

MBRF supports fully reporting improper activity; however, any report made maliciously or for personal gain, will of itself be regarded as misconduct and subject to discipline.