

**National Association of Women in Construction
327 S. Adams Street
Fort Worth, Texas 76104**

Whistleblower Protection Policy

The Whistleblower protection policy is being implemented at the National Association of Women in Construction to comply with the Public Company Accounting Reform and Investor Protection Act of 2002 (Sarbanes-Oxley). This provision in the legislation applies to all organizations, not just publicly traded ones.

At the National Association of Women in Construction, any staff member or volunteer who reports waste, fraud, or abuse will not be fired or otherwise retaliated against for making the report.

The report will be investigated and even if determined not to be waste, fraud, or abuse, the individual making the report will not be retaliated against. There will be no punishment for reporting problems – including firing, demotion, suspension, harassment, failure to consider the employee for promotion, or any other kind of discrimination.

There are several ways to make a report of suspected waste, fraud, or abuse:

- Call the anonymous phone number at 800-552-3506 or call the current volunteer President.
- Send an e-mail to dedeh@nawic.org or to the current volunteer President
- Submit a report in writing to the above address or to the current volunteer President.

The National Association of Women in Construction will exhaust all efforts in investigating a report of waste, fraud, or abuse.

Here is how we will follow up to report on our findings:

- Provide the person filing a report with a summary of our findings.
- Take steps to deal with the issue addressed, including making operational or personnel changes.
- If warranted, contact law enforcement to deal with any criminal activities.

Adopted by the Board _____.