



QUALITY DEER MANAGEMENT ASSOCIATION

P.O. Box 160 • Bogart, GA 30622

phone (800) 209-3337 • fax (706) 353-0223 • www.QDMA.com

Whistle Blower Policy

QDMA is committed to operating in furtherance of its tax-exempt purpose and in compliance with all applicable laws, rules and regulations, including those concerning accounting and auditing, and prohibits fraudulent practices by any of its board members, officers, employees, or volunteers. This policy outlines a procedure for employees to report actions an employee reasonably believes violates a law, or regulation or that constitutes fraudulent accounting or other practices. This policy applies to any matter which is related to QDMA's business and does not relate to private acts of individuals not connected to QDMA business. If an employee has a reasonable belief that a QDMA employee or the organization itself has engaged in any action that violates any applicable law, or regulation, including those concerning accounting and auditing, or constitutes a fraudulent practice, the employee is expected to immediately report such information to the Chief Operating Officer. If the employee does not feel comfortable reporting the information to the Chief Operating Officer, he or she is expected to report the information to the Human Resource Manager.

All reports will be followed up promptly, and an investigation conducted. QDMA will strive to keep the identity of the complaining individual as confidential as possible while conducting an adequate review and investigation.

QDMA will not retaliate against an employee in the terms and conditions of employment because that employee: (a) reports to a supervisor, to the Chief Operating Officer, the Chief Executive Officer, the Board of Directors or to a federal, state or local agency what the employee believes in good faith to be a violation of the law; or (b) participates in good faith in any resulting investigation or proceeding, or (c) exercises his or her rights under any state or federal law(s) or regulation(s) to pursue a claim or take legal action to protect the employee's rights. Further, QDMA will not, with the intent to retaliate, take any action harmful to any employee who has provided to law enforcement personnel or a court truthful information relating to the commission or possible commission by QDMA or any of its employees of a violation of any applicable law or regulation. QDMA may take disciplinary action (up to and including termination) against an employee who in management's assessment has engaged in retaliatory conduct in violation of this policy.