

**WHISTLEBLOWER POLICY**  
**Wayne County Regional Land Bank**

Every member of the board (the "Board") of the Wayne County Regional Land Bank Corporation (the "Land Bank") and all officer and employees thereof, in the performance of their duties shall conduct themselves with honesty and integrity and observe the highest standards of business and personal ethics as set forth in the Code of Ethics of the Land Bank (the "Code").

Each member, officer or employee is responsible to report any violation of the Code (whether suspected or known) to the Land Bank's Executive Director. Reports of violations will be kept confidential to the extent possible. No individual, regardless of their position with the Agency, will be subject to any retaliation for making a good faith claim and, any employee who chooses to retaliate against someone who has reported a violation, shall be subject to disciplinary action which may include termination of employment. Regardless, any claim of retaliation will be taken and treated seriously and irrespective of the outcome of the initial complaint, will be treated as a separate offense.

Should an employee believe in good faith that disclosing information within the Land Bank pursuant to the above would likely subject him or her to adverse personnel action or be wholly ineffective, the employee may instead disclose the information to the Authorities Budget Office or an appropriate law enforcement agency, if applicable. The Authorities Budget Office's toll free number (1-800-560-1770) should be used in such circumstances.

The Executive Director is responsible for immediately forwarding any claim to the Land Bank's counsel who shall investigate and handle the claim in a timely manner.