

## **Whistleblower Protection Policy**

If any employee or volunteer reasonably believes that a policy, practice, or activity of the HONOLULU MUSEUM OF ART is in violation of law, a written complaint must be filed by that employee or volunteer with the Director or the Board President.

It is the intent of the HONOLULU MUSEUM OF ART to adhere to all laws and regulations that apply to the organization and the underlying purpose of this policy is to support the organization's goal of legal compliance with the Public Company Accounting Reform and Investor Protection Act of 2002 (Sarbanes-Oxley). The provision in this legislation applies to all organizations, not just those that are publicly traded.

The support of all employees and volunteers is necessary to achieving compliance with various laws and regulations. An employee or volunteer is protected from retaliation only if the employee or volunteer brings the alleged unlawful activity, policy, or practice to the attention of the HONOLULU MUSEUM OF ART and provides the HONOLULU MUSEUM OF ART with a reasonable opportunity to investigate and correct the alleged unlawful activity. Upon conclusion of an investigation, the person filing the complaint will be provided with a summary of findings. The protection described below is only available to employees and volunteers that comply with this requirement.

The HONOLULU MUSEUM OF ART will not retaliate against an employee or volunteer who in good faith, has made a protest or raised a complaint against some practice of the HONOLULU MUSEUM OF ART or of another individual or entity with whom the HONOLULU MUSEUM OF ART has a business relationship, on the basis of a reasonable belief that the practice is in violation of law, or a clear mandate of public policy.

The HONOLULU MUSEUM OF ART will not retaliate against an employee or volunteer who discloses or threatens to disclose to a supervisor or a public body, any activity, policy, or practice of the HONOLULU MUSEUM OF ART that the employee or volunteer reasonably believes is in violation of a law, or a rule, or regulation mandated pursuant to law or is in violation of a clear mandate or public policy concerning the health, safety, welfare, or protection of the environment.

My signature below indicates my receipt and understanding of this policy. I also verify that I have been provided with an opportunity to ask questions about the policy.

---

Employee or Volunteer Signature

---

Date