

INTERNATIONAL DYSLEXIA ASSOCIATION, INC WHISTLEBLOWER POLICY

The International Dyslexia Association, Inc. (IDA) is committed to operating in furtherance of its tax-exempt purposes 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 that (s)he 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 IDA business and does not relate to private acts of an individual not connected to business of the IDA.

If (s)he has reasonable belief that an employee 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 executive director. If the employee does not feel comfortable reporting the information to the executive director, he or she is expected to report the information to the president of the board of directors.

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

IDA will not retaliate against an employee in the terms and conditions of employment because that employee: (a) reports to a supervisor, the executive director, the President 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.

IDA 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.

In addition, IDA 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 IDA or any of its employees of a violation of any applicable law or regulation.

Supervisors will be trained on this policy and IDA's prohibition against retaliation in accordance with this policy.