**National Federation of the Blind of Virginia PROTECTION FOR “WHISTLEBLOWERS” POLICY**

It is the policy of the National Federation of the Blind of Virginia (NFBV)to protect “whistleblowers” from retaliation.

A “whistleblower” is either an NFBV employee or a volunteer working under the direction of an NFBV employee who, in good faith, provides credible information about an alleged unlawful practice or an activity that allegedly violates established NFBV policy. If an employee or a volunteer believes he or she has such information to report, he or she should contact his or her supervisor or the relevant NFBV officer; or he or she may contact the president of the NFBV.

Anyone who believes that he or she is a “whistleblower” and who believes that he or she is a victim of retaliation prohibited by this policy should report such alleged retaliation to the president of the NFBV