

American Institute of Pakistan Studies

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AIPS Employee Protection (Whistleblower) Policy

If any employee, officer, or director reasonably believes that some policy, practice, or activity of the American Institute of Pakistan Studies (AIPS) is in violation of law, a written complaint must be filed by that employee, officer, or director with the Executive Committee or the President.

It is the intent of AIPS to adhere to all laws and regulations that apply to the institute and the underlying purpose of this policy is to support the institute's goal of legal compliance. The support of all employees is necessary to achieving compliance with various laws and regulations. An employee, officer, or director is protected from retaliation only if the employee brings the alleged unlawful activity, policy, or practice to the attention of AIPS and provides the AIPS with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to employees, officers, or directors that comply with this requirement.

AIPS will not retaliate against an employee who in good faith, has made a protest or raised a complaint against some practice of AIPS, or of another individual or entity with whom AIPS 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.

AIPS will not retaliate against employees who disclose or threaten to disclose to a supervisor or a public body, any activity, policy, or practice of AIPS that the employee 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 of 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 Signature

Date