



POLICY NAME: CONSCIENTIOUS EMPLOYEE PROTECTION ACT (WHISTLEBLOWING LAW)

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CONSCIENTIOUS EMPLOYEE PROTECTION ACT (WHISTLEBLOWING LAW)

Under the New Jersey “Conscientious Employee Protection Act”, it is unlawful for an employer to discharge, suspend or demote an employee or take any other adverse action against an employee in the terms and conditions of employment under the following circumstances:

- The employee discloses or threatens to disclose to a supervisor or public body an activity, policy or practice of the employer that the employee reasonably believes is in violation of a law or regulation or is fraudulent or criminal.
- The employee provides information to or testifies before any public body conducting an investigation, hearing or inquiry concerning the employer’s alleged violation of law, rule or regulation.
- The employee provides information regarding any perceived criminal or fraudulent activity, or policy or practice of deception or misrepresentation, which the employee reasonably believes may defraud any shareholder, investor, client, customer, employee, former employee, retiree or pensioner of the employer or any governmental entity.
- The employee objects or refuses to participate in an activity, policy or practice which the employee reasonably believes is in violation of a law or regulation or is fraudulent, criminal or incompatible with a clear mandate or public policy concerning the public health, safety or welfare, or protection of the environment.

The protection against retaliation, when a disclosure is made to a public body, does not apply unless the employee has brought the activity, policy or practice to the attention of a supervisor of the employer by written notice and given the employer a reasonable opportunity to correct the activity, policy or practice. However, disclosure is not required where the employee reasonably believes that the activity, policy or practice is known to one or more supervisors of the employer or where the employee fears physical harm as a result of the disclosure, provided that the situation is emergency in nature.

PROCEDURE:

- If an employee believes that they have been involved in, or have knowledge of, any action which may be in violation of law, regulation or public policy, or is fraudulent, including any action involving suppliers and vendors, the employee is urged to notify the Director of Human Resources or the Chief Audit Executive about their intention to discuss an unlawful activity, policy, or practice so that the matter may be investigated and corrected.
- The Bank ensures the confidentiality of the report, to the extent possible.
- An employee is free to notify the persons named above without fear of recrimination or retaliation.