



Our Lady of Victories Parish
2217 J.F. Kennedy Blvd., Jersey City, NJ 07304

Established 1917 AD

Whistleblower Policy

I. Introduction

Our Lady of Victories Parish is committed to complying with state statutory requirements that provide appropriate protections for its employees who are whistleblowers. Therefore, Our Lady of Victories Parish establishes this "Whistleblower Policy" pursuant to New Jersey's Conscientious Employee Protection Act (N.J.S.A. 34:19-1, et seq.).

II. Purpose

The purpose of the Whistleblower Policy is to define whistleblowing in the context of this policy, set forth the steps to be taken by employees making whistleblower complaints and delineate the steps that shall be taken by Our Lady of Victories Parish to protect employees engaged in whistleblowing, and to establish a procedure for making whistleblowing disclosures.

III. Whistleblower Protection and Definition

In accordance with New Jersey's Conscientious Employee Protection Act, Our Lady of Victories Parish shall take no retaliatory action against an employee because the employee does any of the following:

- A. Discloses, or threatens to disclose to a supervisor or to a public body an activity, policy or practice of the employer (or other employer with whom there is a business relationship), that the employee reasonably believes:
 1. is in violation of a law, or a rule or regulation promulgated pursuant to law, including any violation involving deception of, or misrepresentation to, any person, business or governmental entity, or, in the case of an employee who is a licensed or certified health care professional, reasonably believes constitutes improper quality of patient care; or
 2. is fraudulent or criminal, including any activity, policy or practice of deception or misrepresentation which the employee reasonably believes may defraud any person, business or governmental entity;

Phone: 201.433.4152 * Fax: 201.433.0705

- B. Provides information to, or testifies before, any public body conducting an investigation, hearing or inquiry into any violation of law, or a rule or regulation promulgated pursuant to law by the employer (or other employer with whom there is a business relationship), including any violation involving deception of, or misrepresentation to, any person, business or governmental entity, or, in the case of an employee who is a licensed or certified health care professional, provides information to, or testifies before, any public body conducting an investigation, hearing or inquiry into the quality of patient care; or
- C. Objects to, or refuses to participate in any activity, policy or practice which the employee reasonably believes:
 - 1. is in violation of a law, or a rule or regulation promulgated pursuant to law, including any violation involving deception of, or misrepresentation to, any person, business or governmental entity, or, in the case the employee is a licensed or certified health care professional, constitutes improper quality of patient care;
 - 2. is fraudulent or criminal, including any activity, policy or practice of deception or misrepresentation which the employee reasonably believes may defraud any person, business or governmental entity; or
 - 3. is incompatible with a clear mandate of public policy concerning the public health, safety or welfare or protection of the environment.

IV. Procedures for Making Disclosures

- A. Except as otherwise provided for herein, an employee shall make a written disclosure to his or her supervisor or the person designated to receive whistleblower complaints. The contact information for the person designated to receive whistleblower complaints is:

Name: Rev. Ralph Siendo
Address: 2217 J.F. Kennedy Blvd., Jersey City, NJ 07304
E-mail: pastor@olvjc.org
Telephone No.: 201-4334152

A written disclosure should include as much specific, factual information as possible to allow for proper assessment of the nature, extent, and urgency of the matter that is the subject of the disclosure.

- B. In cases where the supervisor is contacted by an employee making a disclosure, he or she shall immediately notify the person designated to receive whistleblower complaints.

- C. A confidential investigation will be promptly conducted. At the conclusion of the investigation, appropriate action will be taken where the allegations are verified and/or otherwise substantiated.

