

<b>Institute for Medical Research, Inc.</b>	<b>Policy on Whistle- Blower Protection</b>	No. 606	
		Effective Date 4/14/09	
		Revision Date	
		Final Approval	Approved by IMR Board of Directors: 4/14/09

**Purpose**

To establish IMR's policy on whistle-blower protection.

**Scope**

IMR Employees and Investigators

**Policy**

IMR is committed to providing the best possible working conditions for its employees. Part of this commitment is encouraging an open and frank atmosphere in which any problem, complaint, suggestion or question receives a timely response. Employees must also be allowed to report any inappropriateness within the entity's financial management, violations of laws, rules or regulations, gross mismanagement, gross waste of funds, abuse of authority and any substantial specific danger to public health or safety.

Individuals are encouraged to report to the Chair of the IMR Audit Subcommittee any activities that they believe to be illegal or improper. Employees are protected against retaliatory actions resulting from reporting unethical conduct and any employee who feels that adverse action has been taken toward him/her due to a report of improper activity should notify the Chair of the IMR Audit Subcommittee as soon as possible. Chris Cole, Chair of the IMR Audit Subcommittee may be reached directly at 919-643-0507 or [christopherscottcole@yahoo.com](mailto:christopherscottcole@yahoo.com).

In addition, if a situation occurs where an employee believes that they have been subject to workplace reprisal for whistle-blowing, they may also utilize the Durham VA Medical Center's Alternative Dispute Resolution Program (ADR) as detailed in Durham VA Medical Center Memorandum 558-03-4.36.