

**As amended at the Spring, 2010 meeting of the Supreme Council
(amended items in bold)**

**Zeta Beta Tau Fraternity, Inc.
Whistleblower Policy**

Zeta Beta Tau Fraternity adopts the policy below as its official whistleblower policy:

If any employee, **volunteer, or undergraduate Brother** reasonably believes that some policy, practice, or activity of Zeta Beta Tau Fraternity is in violation of law or standing policy of the organization, or suspects another employee, **volunteer, or undergraduate Brother** has engaged in questionable conduct involving Fraternity's assets then a confidential and/or anonymous complaint may be filed by that employee, **volunteer, or undergraduate Brother** with the Chair of the Corporate Governance Committee. Examples include violations of federal, state or local laws, outright theft, fraudulent expense reports, billing for services not performed or for goods not delivered, and other fraudulent financial reporting, as well as actions that appear to go against Zeta Beta Tau policies and procedures. It is the intent of Zeta Beta Tau Fraternity to adhere to all laws and regulations that apply to the organization and the underlying purpose of this policy is to support the organization's goal of legal compliance. The support of all employees, **volunteers, or undergraduate Brothers** is necessary to achieving compliance with various laws and regulations. An employee, **volunteer, or undergraduate Brother** is protected from retaliation only if the employee, **volunteer, or undergraduate Brother** brings the alleged unlawful activity, policy, or practice to the attention of Zeta Beta Tau Fraternity and provides the Zeta Beta Tau Fraternity with a reasonable opportunity to investigate and correct the alleged unlawful activity. The complainant's confidentiality will be kept to every extent possible by law. The protection described below is only available to employees, **volunteers, or undergraduate Brothers** that comply with this requirement.

Zeta Beta Tau Fraternity will not retaliate against an employee, **volunteer, or undergraduate Brother** who has made a protest or raised a complaint against some practice of Zeta Beta Tau Fraternity, or of another individual or entity with whom Zeta Beta Tau Fraternity has a business relationship, on the basis of a reasonable belief that the practice is dishonest, in violation of law, or a clear mandate of public policy. Zeta Beta Tau Fraternity will not retaliate against employees, **volunteer, or undergraduate Brothers** who disclose or threaten to disclose to a supervisor or a public body, any activity, policy, or practice of Zeta Beta Tau Fraternity that the employee, **volunteer, or undergraduate Brother** 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 or public policy concerning the health, safety, welfare, or protection of the environment. Zeta Beta Tau strongly disapproves of and will not tolerate any form of retaliation against employees, **volunteers, or undergraduate Brothers** who report concerns. Any employee, **volunteer, or undergraduate Brother** who engages in such retaliation will be subject to discipline up to and including termination.