

WHISTLEBLOWER POLICY

South Asian Journalists Association (“SAJA”)

Policy: If any director or employee of SAJA reasonably believes that any policy, practice, or activity of SAJA is in violation of law, a written complaint may be filed by that director or employee with the President of SAJA.

It is the intent of SAJA 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 directors and employees is necessary to achieving compliance with various laws and regulations. A director or employee is protected from retaliation if the director or employee brings the alleged unlawful activity, policy, or practice to the attention of SAJA and provides SAJA with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to directors and employees that comply with this requirement.

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

SAJA will not retaliate against a director or an employee who discloses or threatens to disclose to a supervisor or a public body any activity, policy, or practice of SAJA that the director or 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 or public policy concerning health, safety, welfare, or protection of the environment.

The above policy shall also apply to SAJA Group, Inc. and each of its directors and employees is protected by the policy.

Adopted at board meeting held on 4/29/2012