

# **Conscientious Employee Protection Act “Whistleblower Act”**

## **Employer retaliatory action; protected employee actions.**

The law prohibits an employer from taking any 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 another employer, with whom there is a business relationship, that the employee reasonably believes is in violation of the law, or a rule or regulation issued under the law, or, in the case of an employee who is a licensed or certified health care professional, reasonably believes constitutes improper quality of patient care;
- 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 issued under the law by the employer or another employer, with whom there is a business relationship, 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 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 issued under the law, or, if the employee is a licensed or certified health care professional, constitutes improper quality of patient care;
  - (2) is fraudulent or criminal; or
  - (3) is incompatible with a clear mandate of public policy concerning the public health, safety or welfare or protection of the environment. *N.J.S.A. 34:19-3.*

Your employer has designated the following contact person to answer your questions or provide additional information regarding your rights and responsibilities under this act:

**Name:** Stephanie Serpico  
**Address:** 505 Main Street  
**Telephone #:** (201) 487-1500 X 1162

**This notice must be conspicuously displayed.**

First Real Estate Investment Trust of New Jersey, Inc., a Maryland corporation, (“FREIT”) has established a **Whistleblower Policy**. This policy is in addition to the **Conscientious Employee Protection Act** of the State of NJ that is in effect.

As a guiding principle, FREIT requires that all employees observe high standards of business practices and personal ethics in the conduct of their duties and responsibilities. As employees and representatives of FREIT, we are to practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

To insure that the above practices and person ethics are being observed at all times, FREIT’s **Whistleblower Policy** requires that all officers and employees report violations or suspected violations. No officer or employee who in good faith reports a violation shall suffer harassment, retaliation or adverse employment consequences.