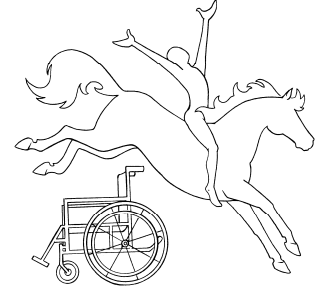


Ride On

Therapeutic Horsemanship



401 Ronel Court, Thousand Oaks, CA 91320 (805) 375-9078 Fax (805) 375-8640 www.rideon.org

WHISTLEBLOWER POLICY – (REVISED 8/2009)

General Statement of Purpose

Ride On is committed to fostering a workplace conducive to open communication regarding the Company's business practices and to protecting employees from unlawful retaliation and discrimination for their having properly disclosed or reported illegal or unethical conduct. In an effort to further this commitment, this policy establishes guidance for providing Company employees a means to make Reports in a confidential and anonymous manner and makes clear the Company's intention to discipline, up to and including termination of employment, any person determined to have engaged in retaliatory behavior.

Treatment of Reports

All Reports will be taken seriously and addressed promptly, discreetly and professionally. Discussions and documentation regarding reports will be kept in strict confidence to the extent appropriate or permitted by policy or law. Ride On will communicate to the employee the steps to be taken to address the Report and the results of any Company actions initiated. This confidential report process may be used either to submit a new Report, or to address an employee's previous Report, which such employee does not feel was adequately resolved.

Retaliation

Retaliation against any employee that files a Report or voices a concern under this policy is strictly prohibited. Employees determined to have engaged in retaliatory behavior may be subject to discipline, which could include termination of employment.

Reporting

Any employee who feels that he or she has been subjected to any behavior that violates this policy should immediately report such behavior to the Executive Director or, if the Executive Director has a conflict, the Board President. Please note however, that employees who knowingly file misleading or false reports, or without a reasonable belief as to truth or accuracy, will not be protected by this policy and may be subject to discipline, including termination of employment.

Adopted by BOD 8/2009