



**Policy on Suspected Misconduct, Dishonesty, Fraud,
and Whistle-blower Protection**

If any person, in good faith, knows of or has a suspicion about misconduct, dishonesty or fraud, the Executive Director should be contacted. If the alleged wrongdoing concerns the Executive Director, then the President or other officer or director of the organization should be notified instead.

If the Executive Director, President or other officer of the organization receives, in good faith, information about misconduct, dishonesty or fraud, they shall inform the Board (or, alternately, the Executive Committee), which shall determine the procedure for investigating all credible allegations.

At all times, the privacy and reputation of individuals involved will be respected. There will be no punishment or other retaliation for the reporting of conduct, in good faith, under this policy. If the person providing the information requests anonymity, this request will be respected to the extent that doing so does not impede any investigation.

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