



## **Whistleblower Protection Policy**

### **I. Purpose:**

This policy is included to address the revised 990 form, as well as to fulfill requirements with Charity Navigator, which requires that this policy be on file.

This Whistleblower Policy is intended to encourage and enable board members and volunteers to raise serious concerns internally so that Help The Helpless can address and correct inappropriate conduct and actions. It is the responsibility of all board members and volunteers to report concerns about violations of Help The Helpless's code of ethics or suspected violations of law or regulations that govern Help The Helpless's operations.

Help The Helpless requires board members and volunteers to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As representatives of the Help The Helpless, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

### **II. No Retaliation:**

It is contrary to the values of Help The Helpless for anyone to retaliate against any board member or volunteer, who in good faith, reports an ethics violation, or a suspected violation of law, such as a complaint of discrimination, or suspected fraud, or suspected violation of any regulation governing the operations of Help The Helpless.

### **III. Reporting Procedure**

Help The Helpless has an open door policy and suggests that board members and volunteers with questions, concerns, suggestions or complaints share them with all board members, either verbally or in writing. The board of directors has the responsibility to investigate all reported complaints.