

STARTINGBLOC NFP (the “Organization”)

WHISTLEBLOWER POLICY

This Whistleblower Policy of the Organization: (1) encourages staff and volunteers to come forward with credible information on illegal practices or serious and substantial violations of adopted policies of the Organization; (2) specifies that the Organization will protect the person from retaliation; and (3) identifies where such information can be reported.

I. Encouragement of Reporting

The Organization encourages complaints, reports or inquiries about illegal practices or serious and substantial violations of the Organization’s policies, including illegal or improper conduct by the Organization itself, by its leadership, or by others on its behalf.

II. Protection from Retaliation

The Organization prohibits retaliation by or on behalf of the Organization against staff or volunteers for making good faith complaints, reports or inquiries under this policy or for participating in a review or investigation under this policy. This protection extends to those whose allegations are made in good faith but prove to be mistaken. The Organization reserves the right to discipline persons who make bad faith, knowingly false, or vexatious complaints, reports or inquiries or who otherwise abuse this policy.

III. Where to Report

Complaints, reports or inquiries may be made under this policy on a confidential or anonymous basis. They should describe in detail the specific facts demonstrating the bases for the complaints, reports or inquiries. They should be directed to the Organization’s Executive Director; if the Executive Director is implicated in the complaint, report or inquiry, it should be directed to the Chairperson of the Board of Directors. The Organization will conduct a prompt, discreet, and objective review or investigation. Staff or volunteers must recognize that the Organization may be unable to fully evaluate a vague or general complaint, report or inquiry that is made anonymously.