



A SOLUTION TO THE PROSTHETIC NEED THAT PLAGUES THE WORLD'S POOR

Hope To Walk Whistle Blower Policy

Purpose

Hope To Walk is committed to upholding the highest standards of integrity and accountability in all of its operations. This Whistle Blower Policy is intended to encourage and protect employees, volunteers, partners, and stakeholders who report concerns about suspected misconduct, fraud, or violations of the law or organizational policies.

Scope

This policy applies to all individuals associated with Hope To Walk, including employees, board members, contractors, and volunteers.

Policy Statement

Any individual who becomes aware of behavior that may be unethical, illegal, or otherwise in violation of Hope To Walk's policies is encouraged to report such concerns promptly. This may include, but is not limited to:

- Financial improprieties or fraud
- Misuse of organizational resources
- Breach of legal obligations
- Harassment or discrimination
- Conflicts of interest
- Violations of internal policies

Reporting Procedure

Reports may be made verbally or in writing to the Executive Director, the Board Chair, and may be anonymous if desired. Reports should include as much detail as possible to allow for a thorough investigation.

Confidentiality

All reports will be handled confidentially to the extent possible. Information will only be shared with individuals directly involved in the investigation or resolution of the concern.

Non-Retaliation

Hope To Walk strictly prohibits retaliation against anyone who, in good faith, raises a concern or participates in an investigation. Retaliation is grounds for disciplinary action, up to and including termination or removal from volunteer or board roles.

Investigation and Resolution

All reported concerns will be taken seriously and investigated promptly and impartially. Appropriate corrective action will be taken if the investigation confirms wrongdoing.



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Policy Review

This policy will be reviewed annually by the Board of Directors and updated as necessary.

Contact Information

To report a concern or seek guidance, please contact: Reed Kennedy, Executive Director, reed.kennedy@hopetowalk.org, 540-641-2989, or the Board Chair, which rotates periodically.