

Whistleblower Policy for I Will Survive, Inc.

Purpose:

The purpose of this Whistleblower Policy is to encourage and enable employees, volunteers, stakeholders, and others associated with I Will Survive, Inc. to report any suspected or actual illegal, unethical, or inappropriate activities within the organization. This policy aims to ensure that concerns are addressed promptly and effectively, and that individuals who report such concerns are protected from retaliation.

Scope:

This policy applies to all individuals associated with I Will Survive, Inc., including but not limited to employees, volunteers, contractors, vendors, donors, and board members.

Reporting Procedure:

Any individual who becomes aware of conduct that they believe to be illegal, unethical, or in violation of organizational policies should report their concerns promptly.

Reports can be made verbally or in writing, and may be submitted anonymously if desired. However, providing contact information can assist in the investigation process.

Reports should be made to the Executive Director or designated individual responsible for overseeing compliance matters within the organization. If the concern involves the Executive Director, reports should be made to the Chairperson of the Board of Directors.

If an individual is uncomfortable reporting through the usual channels or believes their concerns have not been adequately addressed, they may report directly to the Chairperson of the Board of Directors.

Investigation Procedure:

Upon receiving a report, the designated individual or committee responsible for overseeing compliance matters will promptly initiate an investigation.

The investigation will be conducted in a fair and impartial manner, and confidentiality will be maintained to the extent possible, consistent with the need to conduct a thorough investigation.

Individuals involved in the investigation will be informed of the outcome and any corrective actions taken as a result.

Protection from Retaliation:

I Will Survive, Inc. prohibits retaliation against any individual who makes a report in good faith or participates in an investigation under this policy.

Any individual who engages in retaliation against a whistleblower will be subject to disciplinary action, up to and including termination of employment or removal from volunteer positions.

Non-Retaliation Assurance:

All employees, volunteers, and board members of I Will Survive, Inc. are assured that they will not be subject to retaliation for reporting suspected violations or concerns in good faith.

The organization is committed to creating a culture where individuals feel safe and supported in raising concerns without fear of reprisal.

Policy Review:

This Whistleblower Policy will be reviewed periodically and updated as necessary to ensure its effectiveness and compliance with relevant laws and regulations.

Acknowledgement:

All employees, volunteers, and board members of I Will Survive, Inc. are required to review and acknowledge their understanding of this Whistleblower Policy upon commencement of their association with the organization, and periodically thereafter as requested.

Conclusion:

I Will Survive, Inc. is committed to maintaining the highest standards of integrity, ethics, and accountability, and encourages the reporting of any concerns related to illegal, unethical, or inappropriate conduct. This Whistleblower Policy is intended to facilitate the reporting and investigation of such concerns in a manner that protects the interests of the organization and its stakeholders.