



Veterans
Ending
The
Stigma

WHISTLEBLOWER SAFEGUARD POLICY

Veterans Ending The Stigma necessitates Board of Directors, officers, and volunteers to witness high standards of business and personal ethics in the performance of their duties and responsibilities. As representatives of Veterans Ending The Stigma, we must exercise honesty and integrity in satisfying our responsibilities and wholly observe all applicable laws and regulations.

Reporting

This whistleblower safeguard policy is proposed to embolden and enable representatives of Veterans Ending The Stigma and associated others to raise serious alarms internally so that Veterans Ending The Stigma can address and correct inappropriate conduct and actions. It is the obligation of all board members, officers, and volunteers to report concerns about abuses of Veterans Ending the Stigma's code of ethics or alleged violations of law or regulations that oversee Veterans Ending The stigma's operations.

No Reprisal

It is antagonistic to the values of Veterans Ending The Stigma for anyone to retaliate against any board member, officer, or volunteer who in good faith reports an ethics violation, or an alleged violation of law, a grievance of discrimination, supposed complaint of fraud, or suspected violation of any regulation governing operations of Veterans Ending The Stigma. A representative of Veterans Ending The Stigma who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination from service.

Reporting Procedures

Veterans Ending The Stigma has an open door policy and advocates that members and representatives share inquiries, anxieties, recommendations, or criticisms with others. All members are required to report complaints or concerns about suspected ethical and legal violations in writing to Veterans Ending The Stigma's Director of Safety and Compliance Officer, who has the awesome responsibility to reconnoiter all reported grievances. Members with concerns or complaints may also formally submit their concerns in writing directly to the President. All reporting must be subsequently filed with the Secretary.

Director of Safety and Compliance Officer

Veterans Ending The Stigma Compliance Officer is responsible for ensuring that all grievances about ethical conduct are investigated and properly resolved. The Compliance Officer will advise the Board of Directors of all complaints and their resolution.



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Acting in Good Faith

Anyone filing a written grievance regarding an abuse or alleged violation must be acting in good faith and have sensible grounds for believing the information divulged indicates an abuse. Any accusations that prove not to be corroborated and which prove to have been made maliciously or knowingly to be false will be viewed as a serious infraction.

Confidentiality

Violations or alleged violations may be submitted on a confidential basis by the complainant. Reports of violations or alleged violations will be kept confidential to the extent possible, consistent with the need to conduct an acceptable investigation.

Handling of Reported Violations

Veterans Ending The Stigma's Director of Safety and Compliance Officer will notify the person who submitted a complaint and acknowledge a receipt of the reported violation or suspected violation. All reports will be punctually scrutinized and proper corrective action will be taken if justified by the investigation.

Director of Safety and Compliance Officer: * {Note: The Director of Safety and Compliance Officer may be a Board member, or a third party designated by the organization to receive, investigate and respond to complaints.

