

## Whistleblower Policy

The following policy has been adopted to maintain the highest standards of conduct and ethics and comply with applicable laws and regulations, including, but not limited to, New Hampshire RSA 275-E, Whistleblowers' Protection Act.

- 1) Any suspected fraudulent or dishonest use or misuse of Foundation resources or property by staff, Board members, Advisory council members, grantees or consultants shall be investigated.
- 2) All individuals including staff, Board members, Advisory council members, grantees and consultants, connected with this organization shall report suspected fraudulent or dishonest conduct, including but not limited to waste, financial or other impropriety or abuse, as provided below. In other words, in these circumstances, all individuals are required to act as "whistleblowers."
- 3) Any staff member, Board member, Advisory Council member, grantee or consultant who reports waste, fraud, financial or other impropriety or abuse shall not be fired or otherwise retaliated against for making the report. Even if the matter is determined not to constitute improper conduct, the individual making the report shall not be retaliated against. Further, that person shall not be subject to any punishment – including firing, demotion, suspension, reprimand, harassment, failure to be considered for promotion, or any other kind of discrimination – in retaliation for making the report.

*Adopted 8/6/12; Amended 9/8/14; Reviewed 9/17/18*