



Whistleblower Protection Policy

Dalit Freedom Network (hereafter DFN) requires directors, officers and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees and representatives of Dalit Freedom Network, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

Reporting Responsibility

This Whistleblower Policy is intended to encourage and enable employees and others to raise serious concerns internally so that DFN can address and correct inappropriate conduct and actions. It is the responsibility of all board members, officers, employees and volunteers to report concerns about violations of DFN's code of ethics or suspected violations of law or regulations that govern DFN's operations.

No Retaliation

It is contrary to the values of DFN for anyone to retaliate against any board member, officer, employee or volunteer who in good faith reports an ethics violation, or a suspected violation of law, such as a complaint of discrimination, or suspected fraud, or suspected violation of any regulation governing the operations of DFN. An employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment.

Reporting Procedure

DFN has an open door policy and suggests that employees share their questions, concerns, suggestions or complaints with your department team leader of DFN. If you are not comfortable speaking with your team leader or you are not satisfied with your team leader's response, you are encouraged to speak with DFN's Executive Director. Team Leaders are required to report complaints or concerns about suspected ethical and legal violations in writing to the Executive Director who will investigate all reported complaints. Employees with concerns or complaints may also submit their concerns in writing directly to their team leader or the Executive Director.

Compliance Officer

DFN's Compliance Officer is responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. The Compliance Officer will report at least

annually to the Board of Directors and on compliance activity relating to accounting or alleged financial improprieties.

The current Compliance Officer is:

Name: Matthew Cork, Executive Director of Dalit Freedom Network

Contact Information: mcork@dalitnetwork.org or 757.233.9110

Accounting and Auditing Matters

DFN's Executive Director / Compliance Officer shall immediately notify the Board Chair and Treasurer of any concerns or complaint regarding corporate accounting practices, internal controls or auditing and work with the board until the matter is resolved.

Acting in Good Faith

Anyone filing a written complaint concerning a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.

Confidentiality

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

Handling of Reported Violations

The DFN's Executive Director / Compliance Officer will notify the person who submitted a complaint and acknowledge receipt of the reported violation or suspected violation. All reports will be promptly investigated and appropriate corrective action will be taken if warranted by the investigation.