

**POLICY: Whistleblower**

**GENERAL POLICY STATEMENT**

*The 2030 Districts Network expects its board, employees, and other representatives to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. Employees and representatives of the 2030 Districts Network must practice honesty and integrity in fulfilling their responsibilities and comply with all applicable laws and regulations.*

**REPORTING RESPONSIBILITY**

*It is the responsibility of all board members and employees to report Wrongful Conduct in accordance with this Whistleblower Policy.*

**WRONGFUL CONDUCT**

*“Wrongful Conduct” is defined in this Whistleblower Policy to include: a serious violation of the 2030 Districts Network’s policies; a violation of applicable state and federal law; or the use of the 2030 Districts Network property, resources, or authority for personal gain or other non-organization related purpose except as provided under the 2030 Districts Network policy. This definition of Wrongful Conduct is not intended to be an exclusive listing of the illegal or improper activity encompassed by the Whistleblower Policy. Rather, the Whistleblower Policy is intended to serve as a means of reporting all serious improprieties that potentially impact the integrity and effective operation of the 2030 Districts Network.*

**NO RETALIATION**

*No director, employee or representative who in good faith reports Wrongful Conduct in accordance with this policy, will suffer harassment, retaliation or adverse employment consequence. Any board member or employee who retaliates against anyone who has reported Wrongful Conduct in good faith is subject to discipline up to and including termination of employment or removal from the board, as applicable. This Whistleblower Policy is intended to encourage and enable employees and others to raise serious concerns within the 2030 Districts Network prior to seeking resolution outside of the organization.*

**REPORTING WRONGFUL CONDUCT**

*The 2030 Districts Network encourages its board and employees to share their questions, concerns, suggestions, or complaints with someone who can address them properly. Board members, representatives or employees should report Wrongful Conduct in writing to the Executive Director or the Chair of the Board of Directors. If the alleged Wrongful Conduct involves one or both of the Executive Director or the President of the Board of Directors, or if the reporting individual is not comfortable speaking with or not satisfied with the response of the foregoing individuals, the issue may be reported to any member of the Board of Directors. The Executive Director, Chair of the Board of Directors, and all members of the Board of Directors to whom a report of Wrongful Conduct is made are required to advise the full Board of Directors of such report of Wrongful Conduct immediately (within 48 hours.)*

**ACTING IN GOOD FAITH**

*Anyone filing a complaint of Wrongful Conduct must be acting in good faith and have reasonable grounds for believing the information disclosed is true and indicates Wrongful Conduct. Any*

*person who knowingly makes false or malicious allegations that prove not to be substantiated will be subject to disciplinary action.*

**CONFIDENTIALITY**

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

**HANDLING OF REPORTEDWRONGFUL CONDUCT**

*A representative of the Board of Directors will notify the sender and acknowledge receipt of the reported Wrongful Conduct or suspected Wrongful Conduct within three business days, unless such report was submitted anonymously. All reports will be promptly investigated and appropriate corrective action will be taken if warranted by the investigation.*

**DOCUMENT REVISION HISTORY**

<b>Version</b>	<b>Date</b>	<b>Comments</b>
<b>1.0</b>	<b>5/1/19</b>	<b>Original Draft</b>
<b>1.0</b>	<b>12/17/20</b>	<b>Adopted by vote of Board</b>