



Whistle Blower Policy & Procedure

Billy's Place encourages directors, officers, employees, volunteers and others related to the organization to report any violation of policy, procedure, or ethics, illegal activity, or other misconduct by employees, volunteers, or others related to the organization. No person who in good faith reports a violation shall suffer harassment, retaliation, or adverse employment consequences. If, however, an individual makes malicious or vexatious allegations, and particularly if he or she persists with making them despite investigation and/or resolution, disciplinary action may be taken. An employee, board member, or volunteer who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination.

Procedures: Reports can be made directly to the executive director, Board President or Vice President. To the extent that the activity or misconduct involves the executive director the report should be made directly to the Board President and Board Vice President.

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

The recipient of a complaint will notify the sender and acknowledge receipt of the reported violation or misconduct within five business days. All reports will be promptly investigated, and appropriate corrective action will be taken if warranted by the investigation.