



Whistleblower Protection Policy

Dated March 20,, 2025

A. PURPOSE

Rally Point Nonprofit Council (RPNC) is committed to maintaining the highest standards of ethics, accountability, and transparency in all its operations. This **Whistleblower Protection Policy** encourages employees, volunteers, board members, and other stakeholders to report unethical, illegal, or unsafe conduct without fear of retaliation. RPNC ensures that all individuals who raise concerns in **good faith** will be protected and supported throughout the reporting and investigation process.

B. POLICY STATEMENT

RPNC strictly prohibits retaliation against any employee, volunteer, board member, or stakeholder who reports, in **good faith**, concerns regarding:

- Illegal activities, fraud, or financial misconduct.
- Unethical behavior or violations of RPNC policies.
- Harassment, discrimination, or workplace retaliation.
- Unsafe working conditions.

This policy outlines clear reporting procedures and guarantees protection for those who report legitimate concerns.

C. SCOPE

This policy applies to all:

- Employees
- Volunteers
- Board members
- Contractors
- Donors
- Other stakeholders supporting RPNC

D. REPORTING CONCERNS

Individuals are encouraged to report concerns related to:

- Fraud, waste, or abuse of RPNC resources.
- Violations of federal, state, or local laws.
- Conflicts of interest or unethical behavior.
- Discrimination, harassment, or workplace retaliation.
- Safety violations or hazardous conditions.
- Any other violations of RPNC's policies, procedures, or values.

How to Report a Concern:

Reports can be submitted through any of the following channels:

1. Immediate Supervisor (if appropriate).
2. Designated Whistleblower Officer at RPNC.
3. Confidential Reporting Hotline (if available).

If the concern involves senior management or conflicts of interest, the Board of Directors will determine the appropriate course of action.

E. PROTECTION AGAINST RETALIATION

RPNC strictly prohibits retaliation against any individual who:

- Reports a concern in good faith.
- Participates in an investigation.
- Assists in the resolution of reported issues.

Forms of Retaliation Prohibited:

- Termination, suspension, or demotion.
- Negative performance evaluations or reduced responsibilities.
- Harassment, discrimination, or exclusion from workplace activities.
- Any action that intimidates, threatens, or discourages reporting.

Any individual found retaliating against a whistleblower will face disciplinary action, up to and including termination.

F. CONFIDENTIALITY

- All whistleblower reports will be handled with strict confidentiality, consistent with the need for a thorough investigation.
- Whistleblower identities will be protected to the extent possible while allowing for proper resolution.
- Only individuals directly involved in the investigation will have access to related information.

G. INVESTIGATION PROCESS

Once a report is received, RPNC will initiate an investigation following this process:

- 1. Acknowledgment:**
 - The whistleblower will receive confirmation that their concern has been received.
- 2. Investigation:**
 - RPNC will assess the issue, gather evidence, and conduct interviews as needed.
 - Investigations will be conducted by the Whistleblower Officer, senior management, or legal counsel, as appropriate.
- 3. Resolution:**
 - Upon conclusion of the investigation, RPNC will determine any necessary corrective actions.
 - The whistleblower (and, when appropriate, affected parties) will be informed of the outcome.
- 4. Follow-up:**
 - If the issue remains unresolved, the whistleblower may request a secondary review or escalate the matter to the Board of Directors.

H. GOOD FAITH REPORTING

To ensure the integrity of the whistleblower process, individuals must report concerns honestly and in good faith.

False or malicious reports intended to harass, defame, or harm others will not be tolerated. Any individual who knowingly submits a false claim may be subject to disciplinary action.

I. RECORD RETENTION

RPNC will maintain records of all whistleblower reports and investigations in accordance with applicable laws and regulations. These records will include:

- Details of the reported concern.
- Steps taken during the investigation.
- Investigation outcomes and resolutions.
- Any corrective actions implemented.

J. POLICY REVIEW AND UPDATES

- This policy will be reviewed and updated annually to ensure continued effectiveness and compliance with relevant laws.
- Any updates will be communicated to all employees, volunteers, and stakeholders.

K. POLICY ACKNOWLEDGMENT

All employees, volunteers, and board members must acknowledge that they have read, understand, and agree to comply with this Whistleblower Protection Policy.

Acknowledgments will be collected during onboarding and renewed annually.

By promoting transparency, accountability, and protection for whistleblowers, RPNC reinforces its commitment to ethical conduct and mission integrity.

ACKNOWLEDGMENT FORM

I affirm that:

- I have received and reviewed the RPNC Whistleblower Protection Policy.
- I understand my rights and responsibilities under this policy.
- I agree to comply with the procedures and protections outlined in this document.

| Name | Title | Signature | Date |
|----------------|--------------------|--|------------|
| Andrea Fisher | Board Chairperson | <div><div>Signed by:</div><div>Andrea Fisher</div><div>63AEE3C0822C48F...</div></div> | 03/20/2025 |
| Lamar Porter | Board Director | <div><div>Signed by:</div><div>Lamar Porter</div><div>3A74814D56804F6...</div></div> | 03/20/2025 |
| Brent Lewis | Board Director | <div><div>Charles B Lewis</div><div><div>Digitally signed by Charles B Lewis</div><div>DN: cn=Charles B Lewis, o=RPNC, ou=US</div><div>United States, c=US</div><div>Reason: I agree to the terms defined by the placement</div><div>of my signature in this document</div><div>Location:</div><div>Date: 2025-03-24 07:39:05-00</div></div></div> | 03/20/2025 |
| Ronald Redding | Board Director | <div><div>Signed by:</div><div>Ronald W Redding</div><div>57F942930CC84F9...</div></div> | 03/20/2025 |
| Sarah Gumm | Board Director | <div><div>Signed by:</div><div>Sarah Gumm</div><div>A79D94CCE8AF487...</div></div> | 03/20/2025 |
| Jeff Watts | Executive Director | <div><div>Jeffery A Watts</div><div><div>Digitally signed by Jeffery A Watts</div><div>DN: cn=Jeffery A Watts, o=RPNC, ou=US</div><div>United States, c=US</div><div>Reason: I am the author of this document</div><div>Location: Benton, AR</div><div>Date: 2025-03-21 11:32:05-00</div></div></div> | 03/20/2025 |