

# Sky Soldiers Foundation

## Whistleblower Policy

This **Whistleblower Policy** of the Sky Soldiers Foundation (1) encourages board members and volunteers to come forward with credible information on illegal practices or serious violation of adopted policies of the Sky Soldiers Foundation; (2) specifies that the Sky Soldiers Foundation will protect the person from retaliation; and (3) identifies where such information can be reported.

- 1. Encouragement of reporting.** The Sky Soldiers Foundation encourages complaints, reports or inquiries about illegal practices or serious violations of the Sky Soldiers Foundation policies, including illegal or improper conduct by the Sky Soldiers Foundation itself, its leadership, or by others on its behalf. Appropriate subjects to raise under this policy would include financial improprieties, accounting or audit matters, ethical violations, or other similar illegal or improper practices or policies. Other subjects on which the Sky Soldiers Foundation has existing complaint mechanisms should be addressed under those mechanisms. This policy is not intended to provide a means of appeal from outcomes in those other mechanisms.
- 2. Protection from Retaliation.** The Sky Soldiers Foundation prohibits retaliation by or on behalf of the Sky Soldiers Foundation against board members or volunteers for making good faith complaints, reports or inquires under this policy or for participating in a review or investigation under this policy. The protection extends to those whose allegations are made in good faith but prove to be mistaken. The Sky Soldiers Foundation reserves the right to discipline persons who make bad faith, knowingly false, or vexatious complaints, reports or inquires or who otherwise abuse this policy.

Insofar as possible, the confidentiality of the whistleblower will be maintained. However, identity may have to be disclosed to conduct a thorough investigation, to comply with the law and to provide accused individuals their legal right of defense.

- 3. Where to report.** Complaints, reports or inquires may be made under this policy on a confidential or anonymous basis. They should describe in detail the specific facts demonstrating the basis of the complaints, reports or inquires. They should be directed to the Sky Soldiers Foundation President immediately, if this person is implicated in the complaint, report or inquire, it should be directed to the Sky Soldiers Foundation Vice President. The Sky Soldiers Foundation will conduct a prompt, discreet, and objective review or investigation. Directors or volunteers must recognize that the Sky Soldiers Foundation may be unable to fully evaluate a vague or general complaint, report, or inquiry that is made anonymously.