



Reporting of a Violation of Code of Ethics and Policies ("Whistleblower Policy")

Purpose

The purpose of this policy is to provide all board members with guidelines for the reporting of unethical or illegal behavior by Naperville Swim Conference, here and throughout listed as the NSC, board members.

Policy

The Donors Forum is committed to lawful and ethical behavior in all of its activities and requires its board members to conduct themselves in a manner that complies with all applicable laws and regulations. At any time a NSC person has a concern regarding the propriety or legality of any action contemplated to be taken or that has been taken by the NSC or any other NSC person, or believes that an action needs to be taken for the NSC to be in compliance with law or appropriate ethical standards, the NSC person should promptly advise the President or the Vice President. The President or the Vice President will share any finance-related reports with the Executive Board & the Audit/Finance Committee.

If President and Vice President are unresponsive, if the complainant believes the President or Vice President will be unresponsive, or if the President or Vice President is themselves the subject of the concern, the NSC person should contact the Chair of the NSC Audit/Finance Committee to report his or her concerns. Every effort will be made to investigate a report by a NSC person as discreetly as possible. Because of the need to investigate the report, correct a problem, or prevent future problems, the NSC cannot, however, promise complete confidentiality.

No NSC person will be discharged, threatened, or discriminated against in any manner for reporting in good faith what he or she perceives to be wrongdoing, violations of law, or unethical conduct.