

Whistleblower Policy

General

LWVUS is committed to the highest possible standards of ethical, moral, and legal business conduct. In line with this commitment and the League's commitment to open communication, this policy aims to provide an avenue for employees and other stakeholders to raise concerns, and reassurance that they will be protected from reprisals or victimization for whistle blowing in good faith.

Purpose

The whistle blowing policy is intended to cover serious and sensitive issues that could have a large impact on the League, such as actions that: (1) may lead to incorrect financial reporting; (2) are unlawful; (3) are not in line with the League's policy, and/or otherwise amount to serious improper conduct.

Procedure for Raising a Concern

The whistle blowing procedure is intended to be used for serious and sensitive issues. Serious concerns relating to financial reporting, unethical and/or illegal conduct should be reported to the Human Resources Department or Chair of the Audit Committee. If the complaint involves the conduct of the Human Resources Department, it should be reported directly to the Chair of the Audit Committee. Although the complainant is not expected to prove the truth of an allegation, the complainant needs to demonstrate that there are sufficient grounds for concern. All issues serious enough to cause significant financial and/or reputational risk should be elevated immediately to the Chair of the Audit Committee.

Resolution

Initial inquiries will be made to determine whether an investigation is appropriate, and the form that it should take. Some concerns may be resolved without the need for investigation.