



## Whistleblower Policy

### Purpose:

The purpose of this Whistleblower Policy is to encourage and enable employees, volunteers, and other stakeholders to raise concerns about suspected unethical or illegal activities within Hope for Stomach Cancer without fear of retaliation.

### Policy:

Hope for Stomach Cancer is committed to maintaining the highest standards of conduct and ethical behavior. It encourages its employees, volunteers, and other stakeholders to report any suspected misconduct, including, but not limited to, the following:

- Fraud, theft, or financial irregularities
- Violation of laws, regulations, or organizational policies
- Corruption or bribery
- Unsafe work conditions or practices
- Harassment or discrimination
- Any other unethical or illegal conduct

### Reporting Procedure:

#### 1. Making a Report:

- Reports should be made in writing and directed to the Chair and Executive Director or, if the report involves the Chair and Executive Director, to a member of the Board of Directors.
- Reports can be made anonymously, but providing contact information may assist in a more thorough investigation.

#### 2. Confidentiality:

- All reports will be treated with the highest level of confidentiality. The identity of the whistleblower will be protected to the fullest extent possible, consistent with the need to conduct a thorough investigation.

#### 3. Investigation:

- Upon receiving a report, the Board of Directors (or a designated independent member) will initiate an investigation into the matter. The investigation will be conducted promptly, thoroughly, and impartially.

#### 4. Protection Against Retaliation:

- Hope for Stomach Cancer strictly prohibits any form of retaliation against individuals who, in good faith, report suspected misconduct or unethical behavior. Retaliation includes, but is not limited to, harassment, demotion, suspension, or termination of employment.
- Any employee who retaliates against a whistleblower will be subject to disciplinary action, up to and including termination.



**5. Resolution:**

- After the investigation is complete, a report will be prepared detailing the findings and any corrective actions taken. The whistleblower will be informed of the outcome of the investigation, if appropriate and feasible.

**Conclusion:**

Hope for Stomach Cancer is committed to fostering a culture of openness, accountability, and integrity. This Whistleblower Policy is an integral part of that commitment, ensuring that concerns are raised and addressed without fear of retaliation.