

Policy on Suspected Misconduct, Dishonesty, Fraud, and Whistleblower Protection

Youth With A Mission / Gleanings For The Hungry is committed to the highest possible standards of ethical, moral, and legal conduct. Consistent with this commitment, this policy aims to provide an avenue for staff and volunteers to raise concerns about suspected misconduct, dishonesty, and fraud and to provide reassurance that they will be protected from reprisals or victimization for whistle-blowing in good faith.

PROCEDURE

If any person knows of or has a suspicion about misconduct, dishonesty, or fraud, The President should be contacted. If the alleged wrongdoing concerns the President then another officer or director of the organization should be notified instead.

For purposes of this policy, “misconduct, dishonest, or fraud” would include but is not limited to:

- Acts which are inconsistent with the Order’s policies;
- Theft or other misappropriation of the Order’s assets;
- Misstatements or other irregularities in records of the Order;
- Incorrect financial reporting;
- Misuse of Order resources;
- Illegal activities;
- Immoral or unbiblical activities;
- Forgery or alteration of documents; and
- Any other form of fraud.

If the President or other officer of the organization receives information about misconduct, dishonesty or fraud, they shall inform the Board (or, alternately, the Executive Committee, if such a committee exists), which shall determine the procedure for investigating all credible allegations.

At all times, the privacy and reputation of individuals involved will be respected. There will no punishment or other retaliation for the reporting of conduct under this policy. If the person providing the information requests anonymity, this request will be respected to the extent that doing so does not impede any investigation or violate the rights of any persons accused.

Youth With A Mission / Gleanings For The Hungry reserves the right to modify or amend this policy at any time as it may deem necessary.

Whistleblower contact: Frtiz Meier 559-741-5299

Ratified by the Board February 17, 2020