

## Denver Area Youth for Christ Whistleblower Policy

Denver Area Youth for Christ is committed to the highest possible standards of ethical, moral, and legal conduct. Consistent with this commitment, the goal of this policy is to provide an avenue for employees to raise concerns about suspected misconduct, dishonesty, and fraud, and to provide reassurance that they will be protected from retaliation or victimization for reporting or “whistle blowing” in good faith.

If you are or become aware of unethical or illegal conduct taking place at Denver Area Youth for Christ, including sexual impropriety, financial fraud, property theft or any other misconduct warranting an investigation, you are encouraged to make a report immediately. Report to your immediate supervisor all relevant facts or evidence by which you became aware of the misconduct. If you cannot report to your immediate supervisor, you can report misconduct through EthicsPoint. This process will also give you the option of making an anonymous report, and can be initiated by calling 1-888-779-8054 or visiting [www.ethicspoint.com](http://www.ethicspoint.com). However you report, Denver Area YFC Youth for Christ takes such reports seriously, and an investigation will be launched immediately – upon the completion of which appropriate disciplinary action will be taken.

No director, officer or employee who in good faith reports a violation will suffer harassment, retaliation or adverse employment consequences. An employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment.

