

ALDHA Whistleblower Policy

Effective Date: August 3, 2025

Approved by: ALDHA Board of Directors

1. Purpose

This policy is designed to encourage and protect individuals who report unethical, illegal, or improper activities within ALDHA.

2. Scope

Applies to all board members, volunteers, and staff who report concerns regarding fraud, financial mismanagement, harassment, discrimination, or other violations of ALDHA policies.

3. Reporting Misconduct

- Reports should be made in **good faith** and based on reasonable belief of wrongdoing.
- Individuals may report concerns to the **Coordinator** or any other Officer of the Board.
- Reports can be submitted **confidentially** via email or written statement.

4. Protection Against Retaliation

- ALDHA strictly prohibits retaliation against whistleblowers.
- Any form of harassment, termination, or discrimination due to whistleblowing will result in disciplinary action.
- Whistleblowers who experience retaliation should report it immediately.

5. Bad Faith Reporting

While ALDHA encourages the reporting of misconduct, it is essential that all concerns are raised in *good faith* and based on a reasonable belief that wrongdoing has occurred. Knowingly making false allegations or filing a whistleblower complaint for malicious, frivolous, or retaliatory purposes is considered a serious violation of this policy.

ALDHA reserves the right to take appropriate action against individuals found to have submitted complaints in bad faith. Disciplinary measures may include removal from volunteer or board roles and, in serious cases, further legal recourse as permitted under applicable law.

6. Investigation Process

- Reports will be reviewed promptly and investigated by an independent committee or designated board members.
- Findings will be documented, and appropriate corrective actions will be taken.
- If necessary, legal authorities may be involved.

7. Confidentiality & Anonymity

- ALDHA will protect the identity of whistleblowers to the extent possible.
- Anonymous reports will be accepted but may limit the ability to investigate fully.

8. Compliance & Review

- This policy will be reviewed annually to ensure effectiveness.
- ALDHA will comply with all applicable nonprofit regulations regarding whistleblower protections.