

Whistleblower Protection Policy

New Hope Resource Center and North County Food Pantry require directors, officers and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees and representatives of New Hope Resource Center and North County Food Pantry, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

Reporting Responsibility

This Whistleblower Policy is intended to encourage and enable employees and others to raise serious concerns internally so that New Hope Resource Center and North County Food Pantry can address and correct inappropriate conduct and actions. It is the responsibility of all board members, officers, employees and volunteers to report concerns about violations of New Hope Resource Center's and North County Food Pantry's code of ethics or suspected violations of law or regulations that govern New Hope Resource Center's and North County Food Pantry's operations.

No Retaliation

It is contrary to the values of New Hope Resource Center and North County Food Pantry for anyone to retaliate against any board member, officer, employee, or volunteer who in good faith reports an ethics violation, or a suspected violation of law, such as a complaint of discrimination, or suspected fraud, or suspected violation of any regulation governing the operations of New Hope Resource Center or North County Food Pantry. An employee or volunteer who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment or volunteer participation.

Reporting Procedure

New Hope Resource Center and North County Food Pantry has an open door policy and suggests that employees share their questions, concerns, suggestions or complaints with their supervisor. If you are not comfortable speaking with your supervisor or you are not satisfied with your supervisor's response, you are encouraged to speak with New Hope Resource Center's and North County Food Pantry's Board President. Supervisors and managers are required to report complaints or concerns about suspected ethical and legal violations in writing to New Hope Resource Center's and North County Food Pantry's Board President who has the responsibility to investigate all reported complaints. Employees with concerns or complaints may also submit their concerns in writing directly to their supervisor or the Executive Director.

Board President

New Hope Resource Center's and North County Food Pantry's Board President is responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. The Board President will advise the Executive Director of all complaints and their resolution and will report at least annually to the Executive Committee on compliance activity relating to accounting or alleged financial improprieties.

Accounting and Auditing Matters

The New Hope Resource Center's and North County Food Pantry's Board President shall immediately notify the Executive Board of any concerns or complaints regarding corporate accounting practices, internal controls or auditing and work with the committee until the matter is resolved.

Acting in Good Faith

Anyone filing a written complaint concerning a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.

Confidentiality

Violations or suspected violations may be submitted on a confidential basis by the complainant. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

Handling of Reported Violations

The New Hope Resource Center's and North County Food Pantry's Board President or the Executive Director will notify the person who submitted a complaint and acknowledge receipt of the reported violation or suspected violation. All reports will be promptly investigated and appropriate corrective action will be taken if warranted by the investigation.

Contact information for the current Board President of New Hope Resource Center and North County Food Pantry may be obtained by calling New Hope Resource Center at (509) 467-2900. The Executive Director may also be reached at this number. The website newhoperesourcecenter.org also contains up to date contact information for the Executive Director.