

4 Paws For Ability – Whistleblower Policy

4 Paws For Ability, Inc., an Ohio non-profit corporation (“4 Paws”) is committed to operating in furtherance of its tax-exempt purpose and in compliance with all applicable laws, rules and regulations.

Actions that:

- may lead to incorrect financial reporting;
- are unlawful or fraudulent;
- are unethical;
- are not in compliance with the policies of 4 Paws: or
- may be considered serious improper conduct (Collectively the “Prohibited Activities”),

present an organizational risk to 4 Paws. 4 Paws is committed to holding its board members, officers, employees, volunteers and donors to the highest standards of accountability.

This policy outlines a procedure for employees and volunteers to report actions that an employee or volunteer reasonably believes constitutes a Prohibited Activity. This policy applies to any matter which is related to 4 Paws business and does not relate to private acts of an individual not connected to the business of 4 Paws.

If an employee or volunteer has a reasonable belief that any board member, officer, employee, volunteer or donor of 4 Paws has engaged in a Prohibited Activity, the employee or volunteer is expected to immediately report such information to their supervisor or the Executive Director. If the employee or volunteer does not feel comfortable reporting the information to their supervisor or the Executive Director, he or she is expected to report the information to the Associate Director. Additionally, an employee or volunteer can report the information directly to the Board of Directors utilizing the email address: 4PawsforAbilityFeedback@gmail.com

All reports will be investigated in a prompt and comprehensive manner. In conducting its investigations, 4 Paws will attempt to keep the identity of the reporting employee or volunteer confidential.

4 Paws will not retaliate in any way against an employee or volunteer that: (a) reports to a supervisor, the Executive Director, the Associate Director, the Board of Directors or to a federal, state or local agency (including law enforcement or a court) what the employee or volunteer believes in good faith to be a Prohibited Activity; (b) participates in good faith in any resulting investigation or proceeding, or (c) exercises his or her rights under any state or federal law(s) or regulation(s) to pursue a claim or take legal action to protect the employee’s or volunteer’s rights.

4 Paws may take disciplinary action (up to and including termination) against an employee who in management’s assessment has engaged in retaliatory conduct in violation of this policy.

This policy is subject to change at the discretion of the Board of Directors.