



Whistleblower Policy

Purpose

A Soldier's Child Foundation ("ASC") is committed to operating with integrity, transparency, and accountability in all areas of our mission to serve children of fallen military heroes. This Whistleblower Policy provides a safe and confidential avenue for reporting serious concerns involving unlawful or unethical conduct.

Scope of Policy

This policy applies to all employees, volunteers, board members, contractors, and partners of ASC.

Reportable Concerns

- This policy is intended for reporting serious misconduct, including but not limited to:
- Violations of applicable federal, state, or local laws or regulations
- Financial impropriety, fraud, or misuse of ASC funds
- Abuse of authority or gross mismanagement
- Endangerment to the safety or well-being of children, families, or staff
- Ethical violations that could reasonably be expected to significantly harm or jeopardize ASC's integrity, reputation, or mission

Not Intended for General Workplace Grievances

- This policy is not intended to address routine personnel matters or workplace grievances, including:
- Disagreements with supervisors or coworkers
- Performance evaluations or disciplinary actions
- Scheduling, workload, or interpersonal conflicts

Such matters should be addressed through ASC's established management or human resources processes.

Reporting Process

Individuals are encouraged to report concerns promptly and in good faith. Reports may be made confidentially through a confidential reporting email, phone call, or in-person and communicated to:

- The Executive Director
- The Board Chairpersons
- Immediate Supervisor
- Human Resources Manager

Anonymous reports may be accepted and to the extent there are sufficient details such reports will be thoroughly reviewed and investigated.

To the extent possible, individuals are encouraged to not make anonymous reports to enable the facilitation of an effective and thorough investigation.

Protection from Retaliation

ASC strictly prohibits retaliation against any individual who, in good faith, reports a concern or participates in an investigation. Any act of retaliation will be treated as a serious violation of policy.

Confidentiality

All reports will be handled with discretion and confidentiality to the extent possible, consistent with the need to conduct a fair and thorough investigation.

Responsibility & Stewardship

As a Christ-centered ministry, ASC holds itself to a high standard of stewardship and accountability.

Each member of our organization shares a responsibility to uphold truth, protect the vulnerable, and ensure that our mission is carried out with honor.

Acknowledgment of Receipt, Understanding, and Compliance

I acknowledge that I have received, read, and understand the A Soldier's Child Foundation Whistleblower Policy and will comply with its terms. I understand that it is my responsibility to report concerns in good faith and to uphold the integrity and mission of ASC.

Printed Name: _____

Signature: _____

Date: _____