



Whistleblower Policy for Whiskers

Adopted: January 4, 2024

Whiskers, Inc., DBA Whiskers Animal Benevolent League (Whiskers), a volunteer-run not-for-profit cat shelter and fostering organization is committed to operating in furtherance of its tax-exempt purposes and in compliance with all applicable laws, rules, and regulations, including those concerning accounting and auditing, and prohibits fraudulent practices by any of its directors, officers, or volunteers. This policy outlines a procedure for volunteers and board members to report actions that the person reasonably believes violates a law, or regulation or that constitutes fraudulent accounting or other practices. This policy applies to any matter which is related to Whiskers' business and does not relate to private acts of an individual not connected to the business of Whiskers.

If a volunteer has a reasonable belief that a volunteer, director or officer of Whiskers has engaged in any action that violates any applicable law, or regulation, including those concerning accounting and auditing, or constitutes a fraudulent practice, the volunteer is expected to immediately report such information to an officer of the Board of Directors. However, if a reporting individual is not comfortable speaking with an officer, or is not satisfied with their response, such person is encouraged to speak with whomever they are comfortable in approaching.

Whiskers' President is the Compliance Officer, except if in a case where the President's conduct is at issue, then the Secretary or another officer may serve. All reports will be followed up promptly by the Compliance Officer, and an investigation conducted. In conducting its investigations, Whiskers will strive to keep the identity of the complaining individual as confidential as possible, while conducting an adequate review and investigation.

Whiskers will not retaliate against a complaining individual in the terms and conditions of employment because that individual: (a) reports to a supervisor, director, officer or to a federal, state or local agency what the individual believes in good faith to be a violation of the law; or (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 individual's rights.

Whiskers may take disciplinary action (up to and including termination) against a volunteer who in management's assessment has engaged in retaliatory conduct in violation of this policy.

In addition, Whiskers will not, with the intent to retaliate, take any action harmful to any volunteer who has provided to law enforcement personnel or a court truthful information relating to the commission or possible commission by Whiskers or any of its volunteers of a violation of any applicable law or regulation.

This policy will be disseminated to all officers, board members and volunteers providing substantial services.

Contact Information: board@ewhiskers.com

By mail: Whiskers Animal Benevolent League
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