



Whistleblower Policy for Pi Upsilon Lambda Charitable Foundation

1. Introduction

Pi Upsilon Lambda Charitable Foundation (the "Foundation") is committed to conducting its activities with honesty, integrity, and transparency. As part of this commitment, the Foundation encourages its volunteers, board members, and stakeholders to report any concerns about potential violations of laws, regulations, or ethical standards, or any other misconduct within the organization.

This Whistleblower Policy is intended to provide guidance on the reporting of such concerns and to protect whistleblowers from retaliation for making good faith reports.

2. Scope

This policy applies to all volunteers, board members, contractors, vendors, and other stakeholders associated with the Foundation.

3. Reporting Procedure

Any individual who becomes aware of any suspected violation of law, regulation, policy, or ethical standard, or any other misconduct within the Foundation, is encouraged to report it promptly.

Reports may be made through any of the following channels:

- a. Directly to a board member, officer or other appropriate authority within the Foundation.
- b. Via email to the Foundation's compliance officer, Alex Bailey at alex.bailey@verizon.net.

4. Confidentiality

All reports made under this policy will be treated with the utmost confidentiality to the extent possible, consistent with the need to conduct a thorough investigation. However, anonymity cannot be guaranteed if it is necessary to investigate the report fully or to comply with legal requirements.

5. Protection Against Retaliation

The Foundation strictly prohibits retaliation against any individual who makes a good faith report under this policy. Retaliation includes any adverse action taken against a whistleblower, such as termination, demotion, harassment, or discrimination. Any individual found to have engaged in retaliation will be subject to disciplinary action, up to and including removal from office or other association with the Foundation.

Adopted 4/8/24

6. Investigation and Resolution

All reports made under this policy will be promptly investigated in a fair and impartial manner. The Foundation will take appropriate corrective action if it determines that a violation has occurred.

7. Non-Retaliation Reporting Procedure

If an individual believes that they have been subjected to retaliation for making a report under this policy, they should report it promptly to the Foundation's compliance officer, Alex Bailey.

8. Compliance and Distribution

All board members and other stakeholders will be provided with a copy of this Whistleblower Policy. The policy will also be posted on the Foundation's website.

9. Review and Updates

This Whistleblower Policy will be reviewed periodically and updated as necessary to ensure its effectiveness and compliance with applicable laws and best practices.