



GRIN RESCUE

🐾 GOLDEN RETRIEVERS IN NEED 🐾

WHISTLEBLOWER POLICY

1. Purpose

The purpose of this Whistleblower Policy is to encourage and enable board members and volunteers of Golden Retrievers In Need Rescue Services, Inc. to report concerns about violations of law, regulations, or this organization's policies, including but not limited to the Code of Conduct, Conflict of Interest Policy, and Document Retention and Destruction Policy, as well as suspected violations related to accounting, internal controls, or auditing. This policy is designed to foster a culture of ethical conduct, transparency, and accountability within Golden Retrievers in Need Rescue Services, Inc.

2. Scope

This policy applies to all board members and volunteers.

3. Reporting Responsibility

Individuals covered by this policy are responsible for reporting concerns about violations in good faith, based on reasonable grounds.

4. No Retaliation

Golden Retrievers in Need Rescue Services, Inc., protects individuals who report violations in good faith from retaliation. Retaliation against someone for reporting in good faith is subject to board member or volunteer removal.

5. Reporting Procedures

Internal reporting is encouraged to address concerns promptly. Reporting channels may include a board member or specific area coordinator. Confidential or anonymous reporting can also be made to Charles den Heijer, CPA at CDHCPA@outlook.com.



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6. Handling of Reported Violations

Reports will be promptly investigated by appropriate individuals. Investigations should be comprehensive and objective, preferably conducted by an independent individual or organization.

7. Confidentiality

Reports will be kept confidential to the extent possible for an adequate investigation. However, complete confidentiality may not be possible if whistleblowers are needed as witnesses in legal proceedings.

8. Disciplinary Action

Disciplinary action, including board member or volunteer removal, will be taken against individuals making unsubstantiated allegations maliciously or knowing them to be false.

9. Communication

This policy will be in writing and widely distributed to volunteers.

10. Policy Review and Updates

This policy will be adopted by the Board of Directors and updated regularly to reflect changes in laws and best practices.

11. Relationship to Other Policies

This policy extends the organization's code of conduct and complements other complaint procedures.

Board Approval Date: 7/7/2025

Membership Approval Date: 08/09/2025