

JCRS Whistleblower Policy

Jewish Children's Regional Service (The Organization or JCRS) requires directors, officers and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees and representatives of JCRS, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

Reporting Responsibility

This Whistleblower Policy is intended to encourage and enable employees and others to raise serious concerns internally so that JCRS can address and correct inappropriate conduct and actions. It is the responsibility of all board members, officers, employees and volunteers to report concerns about violations or suspected violations of law or regulations that govern JCRS's operations.

No Retaliation

It is contrary to the values of JCRS for anyone to retaliate against any board member, officer, employee or volunteer who in good faith reports any violation of law, such as a complaint of discrimination, or suspected fraud, or suspected violation of any regulation governing the operations of JCRS. An employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment.

Reporting Procedure

The Organization has an open door policy and suggests that employees share their questions, concerns, suggestions or complaints with their supervisor. If you are not comfortable speaking with your supervisor or you are not satisfied with your supervisor's response, you are encouraged to speak with the Executive Director or the President. Supervisors and managers are required to report complaints or concerns about suspected legal violations in writing to the JCRS's Executive Director or President, who has the responsibility to investigate all reported complaints. Employees with concerns or complaints may also submit their concerns in writing directly to their supervisor or the Executive Director or the organization's President.

Compliance Officer

The Organization's Executive Director and President are responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. The Executive Director will advise the President and/or the Board of Directors of all complaints and their resolution and will report at least annually to the Treasurer and the Chair of the Finance Committee if the complaint is related to is regarding compliance activity relating to accounting or alleged financial improprieties.

Accounting and Auditing Matters

JCRS's Executive Director and President shall immediately notify the Finance Committee of any concerns or complaint regarding corporate accounting practices, internal controls or auditing and work with the committee until the matter is resolved.

Acting in Good Faith

Anyone filing a written complaint concerning a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.

Confidentiality

Violations or suspected violations may be submitted on a confidential basis by the complainant. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

Handling of Reported Violations

JCRS's Executive Director and President will notify the person who submitted a complaint and acknowledge receipt of the reported violation or suspected violation. All reports will be promptly investigated and appropriate corrective action will be taken if warranted by the investigation.

Secretary

Policy approved by the Board of Directors on _____.

**PASSED BY JCRS BOARD OF GOVERNING MEMBERS
AT SCHEDULED MEETING, MARCH 12, 2020
Charles Cohen, Board Secretary**

