

Casa de los Pobres USA Whistleblower Policy

Casa de los Pobres USA encourages its Board of Directors (directors) to report improper activities in the organization and will protect directors from retaliation for making any such report in good faith.

1. Director's Rights

Directors have the right to report, without suffering retaliation, any activity by Casa de los Pobres USA that they believe: 1) violates any state or federal law; 2) violates or amounts to noncompliance with a state or federal rule or regulation; or 3) violates fiduciary responsibilities by a nonprofit corporation. In addition, directors can refuse to participate in an activity that would result in a violation of state or federal statutes, or a violation or noncompliance with a state or federal rule or regulation.

The whistleblower protection laws do not entitle directors to violate a confidential privilege of Casa de los Pobres USA (such as the attorney-client privilege).

2. Where to Report

Directors have the duty to comply with all applicable laws and to assist Casa de los Pobres USA to ensure legal compliance. A director who suspects a problem with legal compliance is required to report the situation(s) to the President or Vice-President of the Board of Directors.

Directors may also report information regarding possible unlawful activity to an appropriate government or law enforcement agency.

3. Protection from Retaliation

It is the intent of this policy to encourage directors to report fraudulent or illegal activities and there shall be no retaliation for any reports made pursuant to this policy. Any director who believes they have been retaliated against for whistleblowing may file a complaint with either the President or the Vice-President of the Board of Directors. Any complaint of retaliation will be promptly investigated, and remedial action taken when warranted. This protection from retaliation is intended to protect board members from being dismissed from the board of directors.

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Whistleblower Policy**

Please sign below to confirm you have read and understand the Casa de los Pobres USA Whistleblower policy:

Director's Signature

Director's Printed Name

Date