

WHISTLEBLOWER POLICY STANDUP FOR KIDS, INC.

As you know, our organization's integrity is of paramount importance to all of us here at StandUp For Kids, Inc. We are proud of our past and expect the same of our future. In order to ensure our continued standards of integrity we must all work together to be certain that we comply with all laws and internal policies in order to protect StandUp For Kids, Inc. from unethical or illegal actions by anyone. We are counting on each of you to recognize and report any unethical or illegal conduct that could impact our organization.

Employees or volunteer tips are one of the most effective ways to bring attention to possible violations of our policies and of the law. We recognize, however, that in some situations it is difficult to know right from wrong. If you encounter a problem, you should first discuss the problem that you know of with your supervisor or local Executive Director and other members of management. We recognize, however, that some employees or volunteers may be reluctant to talk with their supervisor or management. While employees and volunteers are usually the first to be aware of suspected illegal or unethical conduct, they may be deterred from reporting their suspicions for fear of retribution or not being taken seriously.

We therefore want to point out that we have set up an email hotline, monitored solely by the Chairman of our Board of Directors, to assist you in promoting ethical behavior and integrity at StandUp For Kids, Inc. If you believe you have information indicating that someone who works with our organization is committing violations of our policies or is engaged in any illegal activity, you are encouraged to email our Ethics Hotline at: **ethicshotline@standupforkids.org**. All communications are monitored solely by our Chairman and will remain confidential.

StandUp For Kids will not permit any retribution against an employee or volunteer who, in good faith, has made a notification to the Ethics Hotline.

My signature below indicates my receipt and understanding of this policy. I also verify that I have been provided with an opportunity to ask questions about the policy.

Employee/Volunteer Signature and Date