

Whistle Blower Policy/ Protection of Reporters of Suspected Misconduct

General

Catholic Social Services of the Miami Valley (CSSMV) requires trustees, officers, employees and volunteers to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees and representatives of the CSSMV, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

A whistleblower, whose responsibilities and protections are described in the policy, is defined as an employee or volunteer of CSSMV who reports an activity that s/he considers to be illegal or dishonest. Examples of illegal or dishonest activities are a violation of federal, state or local laws, billing or services not performed, and other fraudulent financial reporting.

Reporting Responsibility

It is the responsibility of all directors, officers, employees and volunteers to report ethics violations or suspected violations in accordance with this Whistleblower Policy.

No Retaliation

No director, officer, employee or volunteer who in good faith reports an ethics violation shall suffer harassment, retaliation or adverse employment consequence. 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. This Whistleblower Policy is intended to encourage and enable employees and others to raise serious concerns within CSSMV prior to seeking resolution outside CSSMV.

Reporting Violations

Catholic Social Services of the Miami Valley has an open door policy and suggests that employees and volunteers have their questions, concerns, suggestions or complaints with someone who can address them properly. In most cases, an employee's or volunteer's supervisor is in the best position to address an area of concern. However, 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 Human Resources Manager or anyone in management whom you are comfortable in approaching. Supervisors and managers are then required to report suspected ethics violations to the CSSMV's Compliance Officer, who has specific and exclusive responsibility to investigate all reported violations. For suspected fraud, or when you are not satisfied or uncomfortable with following CSSMV's open door policy, individuals should contact CSSMV Valley's Compliance Officer directly.

Compliance Officer

The Catholic Social Services of the Miami Valley's Compliance Officer is responsible for investigating and resolving all reported complaints and allegations concerning violations and, at his/her discretion, shall advise the CEO and /or the audit committee. The Compliance Officer has direct access to the audit committee of the board of directors and is required to report to the audit committee at least annually on compliance activity. The Catholic Social Services of the Miami Valley's Compliance Officer is the chair of the audit committee.

Accounting and Auditing Matters

The audit committee of the board of directors shall address all reported concerns or complaints regarding corporate accounting practices, internal controls or auditing. The Compliance Officer shall immediately notify the audit committee of any such complaint and work with the committee until the matter is resolved. The Compliance Officer should assure that the CEO is aware of all complaints.

Acting in Good Faith

Anyone filing a 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 or may be submitted anonymously. 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

The Compliance Officer will notify the sender and acknowledge receipt of the reported violation or suspected violation within five business days. All reports will be promptly investigated and appropriate corrective action will be taken if warranted by the investigation.

Compliance Officer (Chair of Audit Committee) - call the Administrative Coordinator at (937) 223-7217 ext. 1107 for the current contact information.

Catholic Social Services of the Miami Valley

**CSSMV Management Staff - Director of Finance/Administration, (937) 223-7217 ext. 1111
Human Resources Manager - (937) 223-7217 ext. 1146**

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