

**MEN'S HEALTH NETWORK
WHISTLE BLOWER POLICY
Adopted September 28, 2019**

It is the policy of Organization to abide by all applicable federal, state, and local laws, rules, and regulations. Violations of legal provisions and ethical standards can taint the credibility of the entire organization and cause Organization and its employees to be subjected to adverse publicity and distrust by the public, our partners, and the government. We take seriously our obligation to prevent these kinds of violations.

If an employee believes that Organization through the acts of any of its employees or agents, is in violation of applicable law or its ethical obligations (including any allegations of possible fraudulent or dishonest use or misuse of resources or property), such conduct should be immediately reported to an appropriate manager. In most cases, the violation should be reported to the Executive Director in writing and signed by the employee with the specific information that the employee knows, so that an investigation may be undertaken. If the alleged violation involves the conduct of the Executive Director, the violation should be reported in writing to either the Chair of the Board or to a senior manager who would be required to report it to the Board. The complaint statement should include as much specific information as the employee has about the alleged violation, so that an investigation may be undertaken.

All complaints made under this policy will be investigated as promptly and confidentially as possible. All employees should act responsibly and truthfully in making allegations, responding to allegations, and providing information in an investigation. Any employee who is determined, after an investigation, to have violated applicable legal or ethical standards shall be subject to discipline, up to and including suspension and termination.

Organization employees who in good faith make a report under this policy shall be protected from retaliation or threats of retaliation. An employee retaliating against or threatening to retaliate against another Organization employee who in good faith makes a report is subject to discipline, including, but not limited to, suspension and the termination of employment. In addition, no employee may be adversely affected because such employee refused to carry out a directive which, in fact, either constitutes or may lead to a violation of law or ethics.