

WHISTLEBLOWER POLICY

The Krier Foundation requires board members, employees, independent contractors and volunteers to observe the highest standards of business and personal ethics in the conduct of their Foundation duties and responsibilities.

This policy encourages and enables all stakeholders of the Krier Foundation to raise serious concerns about legal and ethical violations or suspected violations without retaliation so the Foundation can address and correct inappropriate actions.

Reporting Responsibility

It is the responsibility of all board members, employees, independent contractors and volunteers to report concerns about violations or suspected violations of any type, including: legal, financial and conflicts of interests.

No Retaliation

No person who reports a violation or suspected violation, in good faith, will receive retaliation. Any person who does retaliate will be subject to discipline, including termination of their relationship with the Krier Foundation.

Reporting Procedure

All legal and ethical violations or suspected violations should be shared with the board president of the Krier Foundation. If the reporting person believes, in good faith, that the board president is involved with the violations or suspected violations, then they should share their concerns with another member of the board.

The board president or board member who receives the complaint of a violation or suspected violation will promptly investigate and disciplinary action will be taken if the warranted by the investigation.

Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

Acting in Good Faith

Anyone sharing a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a breach of conduct. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false will be subject to discipline, including termination of their relationship with the Krier Foundation.