

Whistleblower Policy of Ghosts Worth Chasing

Ghosts Worth Chasing is a Pennsylvania nonprofit corporation recognized under Section 501(c)(3) of the Internal Revenue Code. This Whistleblower Policy establishes the standards and procedures governing the reporting, investigation, and resolution of suspected illegal, unethical, or improper conduct involving the Organization. The Policy is intended to promote accountability, encourage good-faith reporting of concerns, and protect individuals who report suspected wrongdoing from retaliation.

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1. Purpose

The purpose of this Whistleblower Policy ("Policy") is to encourage directors, officers, employees, contractors, and volunteers of Ghosts Worth Chasing (the "Organization") to report in good faith any suspected wrongdoing, illegal conduct, or violations of the Organization's policies, without fear of retaliation.

This Policy reflects the Organization's commitment to integrity, accountability, and ethical conduct.

2. Scope

This Policy applies to all individuals associated with the Organization, including directors, officers, employees, contractors, and volunteers.

3. Reportable Conduct

Reportable conduct may include, but is not limited to:

- Fraud, theft, or misuse of organizational funds or assets
- Violations of federal, state, or local laws or regulations
- Violations of the Organization's governing documents or policies
- Conflicts of interest not properly disclosed or managed
- Retaliation against individuals who report concerns in good faith
- Other unethical or improper conduct that could harm the Organization

4. Reporting Procedure

Individuals are encouraged to report suspected wrongdoing promptly.

Reports may be made to the Chair of the Board, the Treasurer, or another designated Board officer. Reports may be made orally or in writing and should include as much detail as reasonably possible.

5. Confidentiality

The Organization shall make reasonable efforts to maintain the confidentiality of reports, consistent with the need to conduct an adequate investigation and comply with applicable law.

6. Investigation & Response

All reports of suspected wrongdoing shall be reviewed promptly and objectively.

The Board of Directors or its designees shall determine the appropriate course of action, which may include investigation, corrective measures, or referral to appropriate authorities.

7. No Retaliation

The Organization prohibits retaliation against any individual who, in good faith, reports suspected wrongdoing or participates in an investigation.

Any individual who engages in retaliation may be subject to disciplinary action, up to and including removal from their role with the Organization.

8. False Reports

Reports made maliciously or with knowledge that the information is false may result in disciplinary action.

9. Oversight

The Board of Directors retains responsibility for oversight of this Policy and the handling of whistleblower reports.

10. Review and Amendment

This Policy shall be reviewed periodically by the Board of Directors and amended as necessary to reflect the Organization's growth, funding profile, and strategic direction.

11. Adoption

The Board of Directors of Ghosts Worth Chasing, a Pennsylvania nonprofit corporation, hereby adopts the **Whistleblower Policy**.

This policy is effective immediately and shall remain in effect until amended, replaced, or repealed by the Board of Directors.