



16 Days Whistleblower Policy

At 16 Days, we are committed to the highest standards of integrity, accountability, and ethical conduct. To uphold these values, we maintain a **Whistleblower Policy** that ensures staff, board members, and volunteers can raise concerns without fear of retaliation.

Purpose

This policy provides a safe and confidential process for reporting good faith concerns about:

- Possible illegal activities
- Questionable practices
- Violations of organizational policy or ethical standards

Reporting Procedures

- **Who can report:** Any staff member, board member, or volunteer.
- **How to report:** Concerns may be submitted in writing, by email, or through designated reporting channels outlined in our internal guidelines. Anonymous reports are accepted.
- **Confidentiality:** All reports are handled with discretion. Information is shared only with those necessary to conduct a fair and thorough investigation.

Investigation Process

- Reports are promptly reviewed by the designated compliance officer or committee.
- An impartial investigation is conducted to determine facts and outcomes.
- Findings are documented, and appropriate corrective action is taken when necessary.

Non-Retaliation Commitment

We strictly prohibit retaliation against anyone who, in good faith, raises a concern under this policy. Protecting whistleblowers is essential to fostering a culture of trust and accountability.

Address

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Email

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