



Whistleblower Policy

Help a Child's Partner Organization Employee Protection

It is the intent of Help a Child (Red een Kind) to adhere to all laws that apply to the organization and its partner organizations and the underlying purpose of this policy is to support the organization's goal of legal compliance. The support of all employees is necessary to achieving compliance with all laws.

If any employee of a partner organization of Help a Child reasonably believes that some policy, practice, or activity of the partner organization or Help a Child is in violation of law, a written complaint must be filed by that employee with the Board of Help a Child.

Help a Child will not retaliate against an employee who in good faith, has made a protest or raised a complaint against some practice of Help a Child or its partner organization on the basis of a reasonable belief that the practice is in violation of the law.

Help a Child will also not retaliate against employees of partner organizations who disclose or threaten to disclose to a supervisor or a public body, any activity, policy, or practice of Help a Child or its partner organization that the employee reasonably believes is in violation of a law.

An employee is protected from retaliation only if the employee brings the alleged unlawful activity, policy, or practice to the attention of Help a Child and provides the Help a Child and or the partner organization with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection is only available to employees that comply with this requirement and as much as it is in Help a Child's sphere of influence with regards to the partner organization.