



The Fathers' Rights Movement *Whistleblower Policy*

ARTICLE 1. PURPOSE

The Fathers' Rights Movement (hereinout referred to as TFRM) requires board members, committee members and volunteers to observe high standards of business and personal ethics in the conduct of their duties and responsibilities, and all directors, committee members and volunteers to comply with all applicable laws and regulatory requirements.

ARTICLE 2. REPORTING RESPONSIBILITY

TFRM seeks to have an "Open Door Policy" and encourages board members and volunteers to share their questions, concerns, suggestions or complaints regarding the organization and its operations with someone who can address them properly. In most cases, a board member or committee member should present his or her concerns to the Chair of the Board. The President is generally in the best position to address a volunteer's area of concern. However, if a board member is not comfortable speaking with the President or is not comfortable with the President's response, or if a volunteer is not comfortable speaking with the Executive Director or if the employee is not satisfied with the Executive Director's response, the board member, committee member or Volunteer is encouraged to speak with anyone on the Board whom the employee is comfortable in approaching.

ARTICLE 3. NO RELATION

No board member, committee member, or volunteer who in good faith reports a violation of a law or regulation requirement shall suffer harassment, retaliation or adverse volunteer consequence. A volunteer who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of a relationship between TFRM and the volunteer. This Whistleblower Policy is intended to encourage and enable persons to raise serious concerns within TFRM prior to seeking resolution outside the organization.

ARTICLE 4. COMPLIANCE OFFICER

TFRM's Legal Director, working with the President, will act as TFRM's Compliance Officer. The Compliance Officer is responsible for investigating and resolving all employee complaints and allegations concerning violations of the Principles and/or Code. The President or his or her designee will take on the Compliance Officer role if the complaint involves the Legal Director. If the complaint involves both the Legal Director and the President, the Board of Directors will rule on the complaint, with those involved abstaining from the discussion.

ARTICLE 5. ACCOUNTING AND AUDITING MATTERS

The Treasurer of the Board of Directors shall address all reported concerns or complaints regarding corporate accounting practices, internal controls or auditing. The Compliance Officer shall immediately notify the Treasurer of any such complaint and work with him or her until the matter is resolved.

ARTICLE 6. REQUIREMENT OF GOOD FAITH.

Anyone filing a complaint concerning a violation or suspected violation of the law or regulation requirements must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.

ARTICLE 7. CONFIDENTIALITY

Violations or suspected violations may be submitted on a confidential basis by the complainant or may be submitted anonymously. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

ARTICLE 8. HANDLING OF REPORTED VIOLATIONS

The Compliance Officer, or the person responsible for carrying out the Compliance Officer’s role with respect to a reported or suspected violation, will acknowledge receipt of the reported violation or suspected violation by writing a letter (or e-mail) to the complainant within five business days. All reports will be promptly investigated and appropriate corrective action will be taken if warranted by the investigation.

Version	Date	Comments
REV-01.00	25MAR2016	Creation of Document. Author: C. Feinberg