



ACCP WHISTLE BLOWER POLICY

Audience: ACCP Staff, Board, and Membership
Communications Channel: ACCP Employee Handbook, Board Portal and Orientation, ACCP's public website

This whistle blower policy of the Association of Corporate Citizenship Professionals ("ACCP"): 1) encourages ACCP officers, directors, staff, volunteers, consultants and members to come forward with credible information on illegal, improper or unethical conduct or practices and/or violations of ACCP policies; 2) specifies that ACCP will protect the person ("Whistleblower") from retaliation; and 3) identifies where such information can be reported.

1) Encouragement of reporting: ACCP encourages complaints, reports, or inquiries about illegal, improper or unethical conduct or practices or violations of ACCP's policies, including illegal, unethical or improper conduct on the part of ACCP's leadership, or by others on leadership's behalf. Appropriate subjects to raise under this policy could include financial improprieties, accounting or audit matters, ethical violations, unfair trade practices, or other similar illegal, unethical or improper practices.

2) Protection from retaliation: ACCP prohibits retaliation by or on behalf of ACCP against officers, directors, staff, volunteers, consultants, or members for making good faith complaints, reports or inquiries or for participating in a review or investigation under this policy. This protection extends to those whose allegations are made in good faith but proven to be mistaken. ACCP reserves the right to discipline persons who make bad faith, knowingly false, or vexatious complaints, reports or inquiries or who otherwise abuse this policy.

3) Where to report: Complaints, reports or inquiries may be made under this policy on a confidential or anonymous basis. They should describe in detail the specific facts demonstrating the bases for the complaints, reports or inquiries. They should be directed to ACCP's President and CEO or the ACCP's Board Chair as follows:

If the President and CEO is implicated in the complaint, report or inquiry, the same should be directed to the ACCP Board Chair. If both the President and CEO and Board Chair are implicated, the complaint, report or inquiry should be directed to ACCP's legal counsel. ACCP will undertake to conduct a prompt, discreet and objective review and/or investigation. Please note that ACCP may be unable to fully evaluate a vague or general complaint, report or inquiry that is made anonymously.

Carolyn Berkowitz, ACCP CEO	carolyn@accp.org	703-626-4320
Leanne Posko, ACCP Board Chair	lpp520@gmail.com	
Robert Weil, PLLC, Attorney at Law	bob@rweillaw.com	703-225-3477