



Together hope grows.

WHISTLE BLOWER POLICY

Grief's Journey is committed to operating in furtherance of its tax-exempt purposes and in compliance with all applicable laws, rules and regulations, including those concerning accounting and auditing, and prohibits fraudulent practices by any of its board members, officers, employees, or volunteers. This policy outlines a procedure for employees, Board members, and volunteers to report actions that they reasonably believe violate a law or regulation or that constitutes fraudulent accounting or other practices. This policy applies to any matter which is related to Grief's Journey's business and does not relate to private acts of an individual not connected to the business of Grief's Journey.

If an employee or volunteer (including Board member) has a reasonable belief that an employee, volunteer or Grief's Journey has engaged in any action that violates any applicable law or regulation, including those concerning accounting and auditing, or constitutes a fraudulent practice, the employee or volunteer is expected to immediately report such information to the Chief Executive Officer (CEO). If the employee or volunteer does not feel comfortable reporting the information to the CEO, he or she is expected to report the information to the At-Large representative serving the Cabinet and Board of Directors.

All reports will be followed up promptly, and an investigation conducted. In conducting its investigations, Grief's Journey will strive to keep the identity of the whistle blower as confidential as possible, while conducting an adequate review and investigation.

Grief's Journey will not retaliate against an employee in the terms and conditions of employment because that employee: (a) reports to a supervisor, to the CEO, the Board of Directors or to a federal, state or local agency what the employee believes in good faith to be a violation of the law; or (b) participates in good faith in any resulting investigation or proceeding, or (c) exercises his or her rights under any state or federal law(s) or regulation(s) to pursue a claim or take legal action to protect the employee's rights.

Grief's Journey may take disciplinary action (up to and including termination) against an employee or volunteer who in management's assessment has engaged in retaliatory conduct in violation of this policy.

In addition, Grief's Journey will not, with the intent to retaliate, take any action harmful to any employee who has provided to law enforcement personnel or a court truthful information relating to the commission or possible commission by Grief's Journey or any of its employees of a violation of any applicable law or regulation.

All employees and Board members will be trained on this policy and Grief's Journey's prohibition against retaliation in accordance with this policy.