

WHISTLEBLOWER EMPLOYEE PROTECTION POLICY

United Way of Anchorage strives to meet the highest standards of ethical, moral and legal conduct. They are best achieved in an environment where all members of the organization can communicate with each other openly and honestly. Employees are encouraged to raise good faith concerns about any unlawful actions, United Way of Anchorage policies—including Conflict of Interest and Organization Ethics Policy—financial and/or audit concerns or practices without fear of retaliation, harassment or discrimination.

Concerns should be reported to the President/CEO or, if the issue involves the President/CEO, directly to the Board Chair. Employees may remain anonymous by contacting United Way of Anchorage via postal mail at:

PO Box 200108
Anchorage, Alaska 99520

All complaints will be handled with confidentiality to the extent possible, consistent with the need to conduct an adequate investigation. The President/CEO and/or the Board of Directors may work with Human Resources or a third-party to investigate the alleged activity to determine corrective measures up to and including termination of employment.

United Way of Anchorage will not retaliate against an employee who discloses in good faith to a supervisor, United Way of Anchorage leadership or a public body, as appropriate, any activity, policy or practice of the organization or action of another employee that the employee reasonably believes is in violation of law.

Employees with any questions regarding this policy should contact Human Resources.

Version control			
Version	Author	Date	Changes
0.13	Eric Billingsley	01/07/2025	Draft version 13 for BoD approval
1.0	Board of Directors	02/19/2025	Approved