

Whistleblower Policy

Purpose:

Casa de la Cultura/Cinco de Mayo Omaha (hereafter "the Organization") is committed to maintaining an environment where board members, employees, and volunteers can report unethical, illegal, or improper conduct without fear of retaliation. This Whistleblower Policy is established to encourage reporting of any concerns about potential violations of laws, regulations, or organizational policies.

1. Reporting Violations

Employees, board members, volunteers, and stakeholders are encouraged to report concerns regarding possible violations, including but not limited to:

- Financial misconduct, fraud, or accounting irregularities
- Violations of laws, rules, or regulations
- Breaches of organizational policies or ethical standards
- Unsafe workplace practices or any forms of harassment or discrimination

Reports may be made directly to the Executive Director, Board Chair, or a designated Ethics Officer (if applicable). For those uncomfortable reporting through these channels, reports may also be submitted anonymously in writing.

2. Confidentiality

All reports will be treated confidentially to the extent possible, consistent with the need to conduct an adequate investigation. The Organization will take all reasonable precautions to protect the identity of the whistleblower, although confidentiality cannot be guaranteed if legal action is required.

3. Protection from Retaliation

The Organization prohibits any form of retaliation against individuals who make a good-faith report of potential violations. Retaliation may include but is not limited to termination, demotion, harassment, or any adverse employment action. Any individual found to retaliate against a whistleblower may face disciplinary action, up to and including termination.

4. Investigation Process

Upon receiving a report, the Organization will initiate an impartial and thorough investigation. The investigation will include fact-finding, evidence gathering, and interviews as appropriate. The findings and any recommended actions will be presented to the Board of Directors for review and final decision-making.

5. Good Faith Reporting

Reports should be made in good faith, with reasonable grounds to believe a violation has occurred. Individuals who knowingly make false accusations or provide misleading information may be subject to disciplinary action.

6. Policy Review

This policy will be reviewed periodically to ensure its effectiveness and alignment with best

practices. Casa de la Cultura/Cinco de Mayo Omaha is committed to maintaining a safe, ethical, and transparent environment for all members of our community.