



Policy Name:	Whistleblower Policy
Responsible Governing Body:	Governance Committee
Committee Review Date:	1 July 2024
Lastest Board Approval Date:	14 July 2024
Effective Date:	Immediately following Board approval
Review Frequency:	Annual

Bridge to Türkiye is committed to operating in furtherance of its tax-exempt purposes and in compliance with all applicable laws, rules, and regulations, and prohibits fraudulent practices by any of its Board of Director members (directors), officers, volunteers, or staff. This policy applies to any matter which is related to Bridge to Türkiye's business and does not relate to the private acts of an individual not connected to the business of Bridge to Türkiye.

General

This Whistleblower Policy is intended to encourage and enable Bridge to Türkiye directors, officers, volunteers, and staff to raise serious concerns within Bridge to Türkiye prior to seeking resolution outside the organization. Bridge to Türkiye directors, officers, volunteers, and staff need to observe high standards of business and personal ethics in the conduct of their duties and responsibilities.

Reporting Responsibility

It is the responsibility of all directors, officers, volunteers, and staff to comply with Bridge to Türkiye policies and all applicable laws and regulations, and report violations or suspected violations in accordance with this Whistleblower Policy.

No Retaliation

No director, officer, volunteer, or staff who in good faith reports a suspected violation shall suffer harassment, retaliation, or adverse employment consequences based on the reporting of such a violation. A director, officer, volunteer, or staff who retaliates against someone who has reported a violation in good faith will be subject to discipline up to and including termination.

Reporting Suspected Violations



Staff: The Bridge to Türkiye has an open-door policy and encourages staff to share their questions, concerns, suggestions, or complaints with someone who can address them properly.

Directors and Volunteers: Directors and volunteers are required to report suspected violations of Bridge to Türkiye policies or relevant laws and regulations to the Bridge to Türkiye Officers and/or Board Chair.

Officers: Officers are required to report suspected violations of Bridge to Türkiye policies or relevant laws and regulations to the Bridge to Türkiye Board Chair.

Acting in Good Faith

Anyone filing a complaint concerning a violation or suspected violation must be acting in good faith and have reasonable grounds for believing there is indication of 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.

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 an extent possible that is consistent with the need to conduct an adequate investigation.