



Kansans for Life (KFL) Executive Board Policy
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Policy Title: Whistleblower policy

PURPOSE: The purpose of this Whistleblower Policy is to encourage and enable employees, volunteers, board members, and other stakeholders to report concerns about suspected misconduct, unethical behavior, or violations of law or organizational policy without fear of retaliation.

SCOPE: This policy applies to all individuals affiliated with Kansans for Life, Inc and its components, including staff, volunteers, contractors, and board members.

RESPONSIBILITY AND ENFORCEMENT: It is the responsibility of all stakeholders to report concerns about violations of the organization's code of ethics, financial improprieties, misuse of resources, or any other suspected wrongdoing.

POLICY:

- **No Retaliation:** No individual who in good faith reports a concern shall suffer harassment, retaliation, or adverse employment consequences. Anyone who retaliates against a whistleblower will be subject to disciplinary action, up to and including termination.
- **Reporting Procedure:**
 - Reports may be sent anonymously or with identification. Concerns should be directed to KFL's Executive Director and/or KFL's Board President
 - Reports can be made via email or written letter only
- **Handling of Reported Violations:** All reports will be promptly investigated, and proper corrective action will be taken if called for. Confidentiality will be kept to the extent possible, consistent with the need to conduct an adequate investigation.
- **Acting in Good Faith:** Anyone filing a report must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation. Allegations that prove to be unsubstantiated and made maliciously or knowingly false will be subject to disciplinary action.

Policy Tracking	Name	Date Approved
Original	Policy	June 1, 1991
Amendment #1	Policy rewrite to clarify reporting structure	01/01/2025