

Whistle-Blower Policy

Student Leadership Network requires all of its employees to observe high standards of business and personal ethics in the conduct of their duties.

As part of our commitment to ethical and legal conduct, SL Network expects its employees to bring to its attention information about suspected non-compliance or violations of law or improper conduct by any of the organization's employees or agents, including but not limited to, suspected fraud, theft, embezzlement, accounting or auditing irregularities, antitrust violations, bribery, kickbacks, misuse of assets, violations of SL Network's policies or rules, or any other suspected regulatory, compliance, or ethics-related issues, concerns or violations

Employees and managers are required to report suspected violations of the ethical and legal standards discussed in this policy to the Compliance Officer who is the Chair of the Finance Committee or Chair of the Board. Additional reporting options include directly contacting the Compliance Officer.

Violations or suspected violations may be submitted on a confidential basis or may be submitted anonymously. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation. When the identity of the individual making the report is known, the Compliance Officer will acknowledge receipt of the reported violation or suspected violation within five days. All reports will be promptly investigated, and appropriate corrective action will be taken.

No director, officer, or employee who in good faith reports a violation of the code of conduct shall suffer harassment, retaliation, or adverse employment consequence. An employee who retaliates against someone who has reported a violation in good faith is subject to disciplinary actions up to and including termination of employment. This whistle-blower policy is intended to encourage and enable employees and others to raise serious concerns within the organization prior to seeking resolution outside of the organization.

Reasonable care should be taken in dealing with suspected misconduct to avoid baseless allegations or premature notice to persons suspected of misconduct and/or disclosure of suspected misconduct to others not involved with the investigation, and violations of a person's rights under the law. Complaints concerning a violation or suspected violation should be done in good faith. Any allegation that proves to be unsubstantiated and that proves to have been made maliciously or was known to have been false may result in discipline up to and including termination of employment.