

Whistleblower Protection Policy

Forgotten Children Worldwide

Revised February 16, 2017

The whistleblower protection policy is implemented for the Nonprofit Organization to comply with the Public Company Accounting Reform and Investor Protection Act of 2002 (Sarbanes-Oxley). This provision in the legislation applies to all organizations, not just those that operate for profit.

An employee or volunteer of Forgotten Children Worldwide, whom reports waste, fraud, or abuse will not be terminated or otherwise retaliated against for making the report.

The report will be investigated and even if determined not to be waste, fraud, or abuse, the individual making the report will not be retaliated against. There will be no punishment for reporting problems – including termination of employment, demotion, suspension, harassment, failure to consider the employee for promotion, or any other kind of discrimination.

There are several ways to make a report of suspected waste, fraud, or abuse:

Send an e-mail to the executive director: matt@forgottenchildren.org or to the chairman of the board: mbertsch@bertschfrank.com

Submit a report in writing. FCW PO Box 381, Bluffton, IN 46714

Here is what FCW will do to investigate the report:

- *Interviews with any immediate supervisors, peers, etc.,*
- *A committee will be created from within the Board of Directors to conduct the investigation.*

Here is how FCW follow up to report on our findings:

- The investigating committee shall provide the person filing a report with a summary of findings.
- Steps will be taken to deal with the issue addressed, including making operational or personnel changes.
- If warranted, FCW will contact law enforcement to deal with any criminal activities.