

Latin American Relief Fund Whistleblower Policy

The Latin American Relief Fund (LARF) requires directors, officers and consultants to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As representatives of LARF, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

Reporting Responsibility

This Whistleblower Policy is intended to encourage and enable individuals to raise serious concerns internally so that LARF can address and correct inappropriate conduct and actions. It is the responsibility of all board members, officers, consultants and volunteers to report concerns about violations of LARF's bylaws or suspected violations of law or regulations that govern LARF's operations.

No Retaliation

It is contrary to the values of LARF for anyone to retaliate against any board member, officer, consultant or volunteer who in good faith reports an ethics violation, or a suspected violation of law, such as a complaint of discrimination, or suspected fraud, or suspected violation of any regulation governing the operations of LARF. Anyone affiliated with LARF who retaliates against someone who has reported a violation in good faith is subject to discipline as determined by the Board of Directors.

Reporting Procedure

LARF has an open door policy and suggests that affiliated individuals share their questions, concerns, suggestions or complaints with any Board Officer. The Board of Directors has the responsibility to investigate all reported complaints.

Acting in Good Faith

Anyone filing a written complaint concerning a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates 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. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

Handling of Reported Violations

The President of the Board of Directors will act as the Chief Compliance Officer and will notify the person who submitted a complaint and acknowledge receipt of the reported violation or suspected violation. All reports will be promptly investigated and appropriate corrective action will be taken if warranted by the investigation.

Judith Gille
President, Board of Directors
Latin American Relief Fund

Policy approved by the Board of Directors on August 9, 2022