

CONFIDENTIAL REPORTING OF FINANCIAL IMPROPRIETY OR MISUSE OF ORGANIZATION RESOURCES

It is the official policy of The Community Foundation of Carroll County, Inc. That any member of the staff, member of the Board of Directors or volunteer affiliated with the foundation with information about known or suspected financial improprieties or misuse of the foundation's resources or other ethical problem is encouraged to report their concerns to the Foundation's Executive Director, Financial Officer, Treasurer or a recently retired board member who will then ask the appropriate individual to conduct an investigation. In the event that the allegations involve any of the above named officials, an individual appointed by the CFCC Board of Directors for that purpose will investigate.

The sources of reports about financial improprieties and misuse of Foundation's resources will be held in confidence unless the individual who reports the situation agrees to reveal his or her identity or the report leads to legal action and a court order is issued for information regarding the case.