KEYANG TIPIN
CARE FOR GIRLS

Whistleblower Policy

keyangtipin@gmail.com | 1710 East Franklin St. #1075
Chapel Hill, NC 27514
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Section 1: Purpose & Commitment

The Keyang Tipin Care for Girls Foundation ("the Foundation") is committed to maintaining the highest standards of ethical, legal, and financial conduct. We foster an open, transparent working environment where employees, board members, volunteers, program participants, and partners feel safe reporting suspected unethical behavior, fraud, financial malpractice, violations of our Code of Ethics, or breaches of our Child Protection Policy without fear of intimidation or retaliation.

Section 2: Scope & Reporting Matters

This policy applies to all directors, officers, employees, contractors, and volunteers of the Foundation. Covered concerns include, but are not limited to:

- **Financial impropriety, accounting fraud, or misuse of foundation funds and donor contributions.**
- **Violations of federal, state, or international laws and non-profit compliance regulations.**
- **Breaches of the Foundation's Code of Ethics or Child Protection and Safeguarding frameworks.**
- **Corruption, bribery, or conflicts of interest that harm the Foundation's mission or beneficiaries.**
- **Harassment, discrimination, or abuse of power involving staff, volunteers, or program participants.**

Section 3: Reporting Channels & Procedure

1. **Internal Reporting: Concerns should first be reported to the Executive Director or Board President. If the concern involves leadership, reports may be submitted directly to designated board oversight representatives.**
2. **Confidentiality: Reports may be submitted anonymously or confidentially via email at `keyangtipin@gmail.com` or in writing. Every effort will be made to protect the identity of the reporting party to the fullest extent allowed by law.**
3. **Investigation Process: All reported concerns will be promptly investigated by an objective committee or appointed investigator. Corrective and disciplinary actions will be implemented immediately if wrongdoing is substantiated.**

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Section 4: Protection Against Retaliation

The Foundation strictly prohibits retaliation, harassment, or adverse employment/operational action against any individual who, in good faith, reports a suspected violation or participates in an investigation. Anyone found to have retaliated against a whistleblower will be subject to immediate disciplinary action, up to and including termination of employment or removal from the Board of Directors.