

## **Whistleblower Protection Policy**

Boys & Girls Club of Valdosta, Inc.  
215 West North Street  
Valdosta, Ga. 31601

The Whistleblower Protection Policy is being implemented at the Boys & Girls Club of Valdosta, Inc. to comply with the Public Company Accounting Reform and Investor Protection Act of 2002 (Sarbanes-Oxley). The provision in the legislation applies to all organizations, not just publicly traded ones.

At the Boys & Girls Club of Valdosta Inc. any staff member or volunteer who reports waste, fraud, or abuse, the individual making the report will not be fired 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 firing, 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:

- Contact the President or Chief Financial officer of the Corporation.
- Submit a report in writing.

Here is what we will do to investigate the report:

The President/CFO/ Board of Directors will appoint a panel to investigate the complaint.

Here is how we will follow up to report on our findings:

- Provide the person filing a report with a summary of our findings.
- Take steps to deal with the issue addressed, including making operational or personnel changes.
- If warranted, contact law enforcement to deal with any criminal activities.