



Met By Love Ministries Whistleblower Policy
Approved by President & CEO, Shawn Day

Acting in Good Faith

Individuals who report a violation or suspected violation of the Code of Ethics must do so in good faith, with reasonable grounds to believe that the information disclosed indicates a genuine violation. Any allegations that are found to be unsubstantiated and determined to have been made maliciously or with knowingly false intent will be considered a serious disciplinary offense.

Confidentiality

Reports of violations or suspected violations may be submitted confidentially or anonymously. All reports will be handled with discretion and kept confidential as much as possible, while still allowing for a thorough and effective investigation.

Handling Reported Violation

The compliance officer will acknowledge receipt of a reported violation or suspected violation within five business days. All reports will be thoroughly investigated, and appropriate corrective action will be taken if necessary.

Supervisors are required to report any suspected violations of The Code of Ethics to the CEO, who has the sole responsibility for investigating such matters. If an individual suspects fraud or is uncomfortable using the ministry's open-door policy, they should directly contact the President or CEO of Met By Love Ministries.

All reports will be promptly reviewed, and an investigation will be conducted.

Throughout the process Met By Love Ministries will make every effort to maintain the confidentiality of the reporting individual while ensuring a thorough and effective investigation.

Auditing and Accounting

The Board of Directors is responsible for reviewing and addressing all reporting concerns relating to the ministries accounting practices, internal controls and auditing. All directors, officers, Interns and employees are expected to uphold The Code of Ethics and report any known or suspected violations in accordance with the Whistleblower Policy.

Reported Violations

Met By Love Ministry follows an open-door policy, encouraging employees to voice their questions, concerns, suggestions, or complaints to the appropriate person. In most cases, a supervisor is the best point of contact for addressing concerns. However if an employee is uncomfortable speaking with their supervisor or is not satisfied with the response, they are encouraged to bring their concerns directly to the President of Met By Love Ministries.

No Retaliation

Met By Love strictly prohibits harassment, retaliation, or any adverse actions against directors, officers, employees or interns who report violations to the Code of Ethics in good faith. Any employee who engages in retaliation against someone for a good -faith report will face disciplinary action, up to and including termination of employment.

This whistleblower Policy is designed to create a safe and supportive environment for employees and other to raise serious concerns within the ministry before seeking resolution externally.