



Love Does and Love Does Parade Whistleblower Policy

1. Purpose

Love Does/Love Does Parade is committed to operating with integrity, transparency, and accountability. This Whistleblower Policy encourages staff, volunteers, and stakeholders to report suspected misconduct or violations of law or organizational policies without fear of retaliation.

2. Scope

This policy applies to all employees, board members, volunteers, contractors, and any other representatives of the organization.

3. Reportable Concerns

Individuals are encouraged to report in good faith any concerns, including but not limited to:

- Fraud or financial impropriety
- Violations of laws or regulations
- Ethical misconduct or conflicts of interest
- Misuse of organizational resources
- Harassment and/or discrimination

4. Reporting Process

Concerns may be reported through one or more of the following channels:

- Immediate supervisor (unless they are the subject of the concern)
- President
- Any Board Member

Reports should include as much detail as possible to allow for proper assessment and investigation.

5. Confidentiality

Reports will be handled as confidentially as possible, consistent with the need to conduct a thorough investigation. Information will only be shared with those who need to know.

6. No Retaliation

Retaliation against anyone who reports a concern in good faith is strictly prohibited. Any individual who engages in retaliation will be subject to disciplinary action, up to and including termination.

7. Investigation

All reports will be taken seriously and promptly reviewed. The organization will conduct a fair and impartial investigation and take appropriate corrective action if warranted.

8. False Reports

While the organization encourages good faith reporting, knowingly making false or malicious allegations may result in disciplinary action.

9. Policy Administration

The Board of Directors is responsible for overseeing this policy. The policy will be reviewed periodically and updated as necessary.

10. Acknowledgment

All covered individuals are expected to acknowledge receipt of and adherence to this policy.

Approved by the Board of Directors on April 1, 2026