

Global Outreach Doctors Whistleblower Policy

General:

Global Outreach Doctors (GoDocs) Code of Conduct (hereinafter referred to as the Code) requires directors, volunteers, and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. Volunteers and employees of the organization must practice honesty and integrity in fulfilling their responsibilities and comply with all applicable laws and regulations.

The objectives of the Global Outreach Doctors Whistleblower Policy are to establish policies and procedures for:

- The submission of concerns regarding questionable accounting or audit matters by volunteers, employees, directors, officers, and other stakeholders of the organization, on a confidential and anonymous basis.
- The submission of concerns of racial discrimination by volunteers, employees, directors, officers, and other stakeholders of the organization, on a confidential and anonymous basis.
- The submission of concerns regarding sexual harassment by volunteers, employees, directors, officers, and other stakeholders of the organization, on a confidential and anonymous basis.
- The submission of concerns regarding fraud by volunteers, employees, directors, officers, and other stakeholders of the organization, on a confidential and anonymous basis.
- The receipt, retention, and treatment of complaints received by the organization regarding accounting, internal controls, or auditing matters.
- The protection of directors, volunteers and employees reporting concerns from retaliatory actions.

Reporting Responsibility:

Each director, volunteer, and employee of Global Outreach Doctors has an obligation to report in accordance with this Whistleblower Policy all aspects of the Global Outreach Doctors Code of Conduct above.

Authority of Board of Directors:

All reported Concerns will be forwarded to the Board of Directors in accordance with the procedures set forth herein. Board of Directors shall be responsible for investigating, and making appropriate recommendations with respect to all reported Concerns.

No Retaliation:

This Whistleblower Policy is intended to encourage and enable directors, volunteers, and employees to raise Concerns within the Organization for investigation and appropriate action. With this goal in mind, no director, volunteer, or employee who, in good faith, reports a Concern shall be subject to retaliation or, in the case of an employee, adverse employment consequences. Moreover, a volunteer or employee who retaliates against someone who has reported a Concern in good faith is subject to discipline up to and including dismissal from the volunteer position or termination of employment.

Reporting Concerns

Employees & Volunteers:

Global Outreach Doctors has an open door policy and suggests that volunteers and employees share their questions, concerns, suggestions or complaints with their supervisor. If you are not comfortable speaking with your supervisor or you are not satisfied with your supervisor's response, you are encouraged to speak with the President, Vice President or Executive Director, or a board member. Supervisors and managers are required to report complaints or concerns about suspected ethical and legal violations in writing to the President, Vice President or Executive Director, who has the responsibility to investigate all reported complaints.

Directors and Other Volunteers:

Directors and other volunteers should submit Concerns in writing directly to the President, Executive Director or Vice President. Handling of Reported Violations:

The Board of Directors shall address all reported Concerns. The Board of Directors shall immediately notify the the President, Vice President and the Executive Director of any such report. All reports will be promptly investigated by the Board of Directors, and appropriate corrective action will be recommended, if warranted by the investigation. In addition, action taken must include a conclusion and/or follow-up with the complainant for complete closure of the Concern.

The Board of Directors have the authority to retain outside legal counsel, accountants, private investigators, or any other resource deemed necessary to conduct a full and complete investigation of the allegations.

Acting in Good Faith:

Anyone reporting a Concern must act in good faith and have reasonable grounds for believing the information disclosed indicates an improper accounting or auditing practice, or a violation of the Codes. The act of making allegations that prove to be unsubstantiated, and that prove to have been made maliciously, recklessly, or with the foreknowledge that the allegations are false, will be viewed as a serious disciplinary offense and may result in discipline, up to and including dismissal from the volunteer position, termination of employment. Such conduct may also give rise to other actions, including civil lawsuits. GoDocs will vigorously defend all malicious false allegations to the fullest extent of the law.

Confidentiality:

Reports of Concerns, and investigations pertaining thereto, shall be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

Disclosure of reports of Concerns to individuals not involved in the investigation will be viewed as a serious disciplinary offense and may result in discipline,

up to and including termination of employment. Such conduct may also give rise to other actions, including civil lawsuits.

Policy approved by Board of Directors:

Andrew Lustig, Founder & President

Date: _____