

**Marion-Polk Food Share, Inc.  
1660 Salem Industrial Drive NE  
Salem, OR**

**‘WHISTLEBLOWER POLICY’  
Reporting of a Violation of code of Ethics and Policies**

Approved May 20, 2009

***Purpose***

The purpose of this policy is to provide all board members, committee members and staff with guidelines for the reporting of unethical or illegal behavior by Marion-Polk Food Share board members, committee members, staff, vendors, professional service providers, or affiliated organizations.

***Policy***

Marion-Polk Food Share is committed to lawful and ethical behavior in all of its activities and requires its board members, committee members and staff to conduct themselves in a manner that complies with all applicable laws and regulations. If, at any time, a person from Marion-Polk Food Share has a concern regarding the propriety or legality of any action contemplated to be taken or that has been taken by Marion-Polk Food Share or any other associated persons, or believes that an action needs to be taken for Marion-Polk Food Share to be in compliance with law or appropriate ethical standards, the concerned person should promptly advise the President, Vice President of Administration, or Vice President of Development. The president or the vice presidents will share any finance-related reports with the Chair of the Marion-Polk Food Share Audit/Finance Committee.

If management is unresponsive, if the complainant believes management will be unresponsive, or if management is itself the subject of the concern, the reporting person should contact the Chair of the Marion-Polk Food Share Board or the Chair of the Marion-Polk Food Share Audit/Finance Committee to report his or her concerns. Every effort will be made to investigate a report by a board-designated person as discreetly as possible. Because of the need to investigate the report, correct a problem, or prevent future problems, Marion-Polk Food Share cannot, however, promise complete confidentiality.

No Marion-Polk Food Share staff will be discharged, threatened, or discriminated against in any manner for reporting in good faith what he or she perceives to be wrongdoing, violations of law, or unethical conduct.



by \_\_\_\_\_  
Gary Wallstrom, Secretary/Treasurer