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**WHISTLEBLOWER POLICY**

The Collaborative Charter Services Organization (“CSO”) requires its directors, officers, employees, and volunteers to observe high standards of ethics in the conduct of their duties and responsibilities within the CSO. As representatives of the CSO, such individuals must practice honesty and integrity in fulfilling all responsibilities and must comply with all applicable laws and regulations. The purpose of this policy is to create an ethical and open work environment, to ensure that the CSO has a governance and accountability structure that supports its mission, and to encourage and enable directors, officers, employees, and volunteers of the CSO to raise serious concerns about the occurrence of illegal or unethical actions within the CSO before turning to outside parties for resolution.

All directors, officers, employees, and volunteers of the CSO have a responsibility to report any action or suspected action taken within the CSO that is illegal, unethical, or violates any adopted policy of the CSO, or local rule, or regulation. Anyone reporting a violation must act in good faith, without malice to the CSO or any individual at the CSO, and have reasonable grounds for believing that the information shared in the report indicates that a violation has occurred. A person who makes a report does not have to prove that a violation has occurred. However, any report which the reporter has made maliciously or any report which the reporter has good reason to believe is false will be viewed as a serious disciplinary offense. No one who in good faith reports a violation, or who, in good faith, cooperates in the investigation of a violation shall suffer harassment, retaliation, or adverse employment action. Further, no one who in good faith discloses, who may disclose, or who the CSO believes disclosed or may disclose, information regarding alleged violations to a person with authority over the employee or another employee who had responsibility for investigating, discovering or correcting the purported violation shall suffer harassment, retaliation, or adverse employment action.