



Pipeline Entrepreneurs Whistleblower Policy

Purpose

Pipeline Entrepreneurs is committed to maintaining the highest standards of integrity, accountability, and transparency in all of our activities. The purpose of this Whistleblower Policy is to provide a clear process for reporting concerns about suspected misconduct, illegal activity, or violations of organizational policy, and to protect individuals who make good-faith reports from retaliation.

Scope

This policy applies to all directors, officers, employees, contractors, fellows, and volunteers of Pipeline Entrepreneurs.

Reporting Concerns

- Concerns may include but are not limited to: fraud, financial impropriety, misuse of funds, unethical behavior, harassment, discrimination, or violations of law or organizational policy.
- Reports can be made directly to the CEO, Board Chair, or a designated member of the Board of Directors.
- Reports may be submitted in writing, orally, or anonymously.

Protection from Retaliation

No individual who makes a good-faith report under this policy shall suffer harassment, retaliation, or adverse employment consequences. Any person who retaliates against a whistleblower will be subject to disciplinary action, up to and including termination or removal from the Board.

Confidentiality

Reports will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

Investigation

All reports will be promptly reviewed. The Board of Directors (or its designated committee) will determine the scope and process of the investigation and take appropriate corrective action if necessary.

Acting in Good Faith

Individuals reporting concerns must act in good faith and have reasonable grounds for believing the information disclosed indicates misconduct. Reports made maliciously or knowingly false may result in disciplinary action.