

NUSTIAN USA

Whistleblower Policy

Purpose

NUSTIAN USA is committed to lawful, ethical, and accountable conduct. This Whistleblower Policy encourages individuals to report concerns regarding violations of law, organizational policies, financial misconduct, or other improper activity without fear of retaliation.

Reporting Responsibility

Board members, officers, volunteers, contractors, and employees are expected to report suspected misconduct, including fraud, abuse, unethical behavior, or violations of policy.

How to Report

Reports may be submitted confidentially to the Board President or Secretary. Individuals may also report concerns directly to the Board as a whole.

Confidentiality

NUSTIAN USA will protect the confidentiality of the whistleblower to the fullest extent possible, consistent with the need to conduct a fair and thorough investigation.

No Retaliation

NUSTIAN USA strictly prohibits retaliation against any individual who makes a good-faith report. Any Board member or volunteer who retaliates against a whistleblower may face removal or disciplinary action.

Investigation Process

The Board will promptly review and investigate all reports. The investigation may include gathering documents, interviewing relevant parties, or consulting outside advisors as needed.

Acting in Good Faith

Individuals filing reports must do so honestly. Reports made maliciously or knowingly false may result in corrective action.

Recordkeeping

All complaints, findings, and resolutions will be documented and retained in accordance with the existing bylaws.