

Summit To Success, Inc.

With opportunity comes obligation. Together we climb.

Whistleblower Policy (Updated October 13, 2025)

Purpose

Summit To Success, Inc. values transparency, honesty, and accountability. This policy ensures that anyone connected to the organization — including staff, board members, and volunteers — can report concerns without fear of retaliation.

What Should Be Reported

Any suspected violation of law, organizational policy, or ethical standard; including misuse of funds, conflicts of interest, or retaliation — should be reported promptly.

How to Report

Reports can be made confidentially to the **President of the Board** or any officer. Concerns are handled discreetly and investigated thoroughly to maintain fairness and trust.

Protection from Retaliation

No one who raises a concern in good faith will face punishment, demotion, or harassment. Retaliation against a whistleblower is a serious violation and will result in disciplinary action or removal.

Good Faith and Responsibility

Reports must be made with honest intent and reasonable evidence. Deliberately false or malicious accusations will be treated as misconduct.

Oversight

The **Board of Directors** oversees this policy and ensures proper investigation, documentation, and resolution of all reported concerns.

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