Whistle Blower Policy

All India Movement (AIM) for Seva, Inc. is committed to operating in furtherance of its tax-exempt purposes and in compliance with all applicable laws, rules and regulations, including those concerning accounting and auditing.  As representatives and employees of the organization, each individual is expected to act with honesty and integrity in fulfilling his or her responsibilities and at all times strive to comply with the laws and regulations that are applicable to the organization’s operations as a tax-exempt charitable organization. Now is the time f

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The purpose of this policy is to establish procedures to ensure that the organization’s Board members, officers, employees and volunteers can report good faith suspicions of illegal, unethical or other inappropriate conduct without fear of retaliation. Individuals who believe in good faith that such conduct may have occurred should immediately report his or her concerns to Janet Falk, Executive Director.  If the individual does not feel comfortable reporting the information to the Executive Director, or feels that the Executive Director has not responded appropriately, he or she should report his or her concerns to the Board President.

All reports will be followed up promptly, and an investigation conducted.  AIM for Seva will treat all communications under this policy in a confidential manner, except to the extent necessary: (1) to conduct a complete and fair investigation; or (2) for review of the organization’s operations by an appropriate fact finder or the organization’s legal counsel. In conducting its investigations, AIM for Seva will strive to keep the identity of the complaining individual as confidential as possible, while conducting an adequate review and investigation.

AIM for Seva will not permit any negative or adverse actions to be taken against any Board member, officer, employee or volunteer who in good faith reports a possible violation of law, unethical conduct or conduct that is not otherwise in compliance with the organization’s charitable mission, including any concerns regarding questionable accounting or auditing matters, even if such a report is mistaken. Similarly, AIM for Seva will not permit any negative or adverse actions to be taken against any Board member, officer, employee or volunteer who assists in the investigation of a reported violation. Retaliation in any form will not be tolerated. Any act of alleged retaliation should be reported immediately to the appropriate person or persons as provided in this policy or as otherwise might be appropriate under the circumstances.

Supervisors will be trained on the proper implementation of this policy and be made aware of AIM for Seva’s prohibition against retaliation.