

Whistleblower Policy

Hebrew Free Loan Society of Greater Philadelphia

Adopted July 8, 2025

Purpose

Hebrew Free Loan Society of Greater Philadelphia (“the Organization”) is committed to the highest standards of ethical conduct, integrity, and accountability. This Whistleblower Policy is intended to encourage and enable staff, board members, volunteers, and other stakeholders to raise serious concerns internally so that the Organization can address and correct inappropriate conduct and actions.

Policy

It is the responsibility of all staff, Board members, volunteers, stakeholders, and others to report suspected violations of law or policy, including concerns about financial impropriety, ethical misconduct, harassment, discrimination, or conflicts of interest. This responsibility extends to complaints involving these issues regardless of source, to include borrowers, guarantors, applicants, former employees, previous job applicants.

No Retaliation

No one who makes a report in good faith will suffer harassment, retaliation, or adverse consequences. Any individual who retaliates against someone who has reported a concern in good faith is subject to disciplinary action.

Reporting Procedure

- Concerns should be reported to the Executive Director or President.
- If the concern involves either of those individuals, it should be reported to the other party or to an officer of the board.
- Reports may be made verbally or in writing, anonymously or openly.

Investigation

All reports will be promptly and discreetly investigated. Confidentiality will be maintained to the extent possible, consistent with the need to conduct an adequate investigation.

Acting in Good Faith

Anyone filing a complaint must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation. False allegations made knowingly or maliciously may result in disciplinary action.