

THE ACADEMIC COUNCIL ON THE UNITED NATIONS SYSTEM
a New York Not-for-Profit Corporation

WHISTLEBLOWER POLICY

This Whistleblower Policy of **THE ACADEMIC COUNCIL ON THE UNITED NATIONS SYSTEM** (the “the *Council*”): (1) encourages staff and volunteers to come forward with credible information on illegal practices or serious violations of adopted policies of the Council; (2) specifies that the Council will protect the person from retaliation; and (3) identifies where such information can be reported.

1. **Encouragement of reporting.** The Council encourages complaints, reports or inquiries about illegal practices or serious violations of the Council’s policies, including illegal or improper conduct by the Council itself, by its leadership, or by others on its behalf. Appropriate subjects to raise under this policy would include financial improprieties, accounting or audit matters, ethical violations, or other similar illegal or improper conduct, practices or policies. Other subjects on which the Council has existing complaint mechanisms should be addressed under those mechanisms, such as raising matters of alleged discrimination or harassment via the Council’s human resources channels, unless those channels are themselves implicated in the wrongdoing. This policy is not intended to provide a means of appeal from outcomes in those other mechanisms.

2. **Protection from retaliation.** The Council prohibits retaliation by or on behalf of the Council against staff or volunteers for making good faith complaints, reports or inquiries under this policy or for participating in a review or investigation under this policy. This protection extends to those whose allegations are made in good faith but prove to be mistaken. The Council reserves the right to discipline persons who make bad faith, knowingly false, or vexatious complaints, reports or inquiries or who otherwise abuse this policy.

3. **Where to report.** Complaints, reports or inquiries may be made under this policy on a confidential or anonymous basis. They should describe in detail the specific facts demonstrating the basis for the complaints, reports or inquiries. They should be directed to the Council’s chief employed executive or President; if both of those persons are implicated in the complaint, report or inquiry, it should be directed to the Council’s outside legal counsel. The Council (or counsel) will conduct a prompt, discreet, and objective review or investigation. Staff or volunteers must recognize that the Council may be unable to fully evaluate a vague or general complaint, report or inquiry that is made anonymously.

Adopted by the Board of Directors this 1st day of October, 2020.