



## Where to Report a Concern

VIA LINK is committed to ethical, legal, and accountable operations. If you believe you have witnessed unethical, illegal, dishonest, or fraudulent activity involving VIA LINK, or if you have a compliance concern or believe you have experienced retaliation for raising a concern, we want to hear from you.

You may review the relevant sections of VIA LINK's Policies & Procedures Manual to help describe your concern clearly, including the Whistleblower Policy, Exclusion Policy, and Segregation of Duties & Physical Security sections. However, reviewing these policies is not required to make a report.

Concerns may be reported in good faith through any of the following channels:

- **Report directly:** [humanresources@vialink.org](mailto:humanresources@vialink.org)
- **Staff and volunteers:** Speak with your supervisor or any member of senior leadership
- **Concerns involving leadership:** Contact the Board President at [bgariepy@gmail.com](mailto:bgariepy@gmail.com)

## Protection Against Retaliation

Reports are reviewed by the CEO or Board President and kept confidential to the fullest extent possible. VIA LINK does not retaliate against anyone who raises a concern in good faith.