



## Whistleblower Protection Policy

The Valerie Fund requires directors, officers and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees and representatives of The Valerie Fund, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

### **Reporting Responsibility**

This Whistleblower Policy is intended to encourage and enable employees and others to raise serious concerns internally so that The Valerie Fund can address and correct inappropriate conduct and actions. It is the responsibility of all board members, officers, employees and volunteers to report concerns about violations of The Valerie Fund's code of ethics or suspected violations of law or regulations that govern The Valerie Fund's operations.

### **No Retaliation**

It is contrary to the values of The Valerie Fund for anyone to retaliate against any board member, officer, employee or volunteer who in good faith reports an ethics violation, or a suspected violation of law, such as a complaint of discrimination, or suspected fraud, or suspected violation of any regulation governing the operations of The Valerie Fund. An employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment.

### **Reporting Procedure**

The Valerie Fund has an open door policy and suggests that employees share their questions, concerns, suggestions or complaints with their supervisor. If you are not comfortable speaking with your supervisor or you are not satisfied with your supervisor's response, you are encouraged to speak with the Executive Director. Supervisors and managers are required to report complaints or concerns about suspected ethical and legal violations in writing to the Executive Director, who has the responsibility to investigate all reported complaints. Employees with concerns or complaints may also submit their concerns in writing directly to their supervisor or the Executive Director.

### **Executive Director**

The Valerie Fund's Executive Director is responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. The Executive Director will advise the Board of Directors of all complaints and their resolution and will report at least annually to the Treasurer on compliance activity relating to accounting or alleged financial improprieties.

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[www.thevaleriefund.org](http://www.thevaleriefund.org)

**FOUNDERS**  
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Sue Goldstein

**EXECUTIVE  
DIRECTOR**  
Barry Kirschner

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Supporting integrated psychosocial services for children with cancer and blood disorders.  
Children's Hospital of New Jersey at Newark Beth Israel Medical Center, Newark • Morristown Medical Center, Goryeb Children's Hospital, Morristown  
Children's Hospital of Philadelphia, NJ Section of Hematology/Oncology, Specialty Care Center, Voorhees • St. Joseph's Children's Hospital, Paterson  
New York-Presbyterian Morgan Stanley Children's Hospital Columbia University Medical Center, New York • Overlook Medical Center, Summit  
Unterberg Children's Hospital at Monmouth Medical Center, Long Branch • The Valerie Fund's Camp Happy Times

[www.TheValerieFund.org](http://www.TheValerieFund.org)

### **Accounting and Auditing Matters**

The Valerie Fund's Executive Director shall immediately notify the Audit Committee/Finance Committee of any concerns or complaint regarding corporate accounting practices, internal controls or auditing and work with the committee until the matter is resolved.

### **Acting in Good Faith**

Anyone filing a written complaint concerning a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.

### **Confidentiality**

Violations or suspected violations may be submitted on a confidential basis by the complainant. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

### **Handling of Reported Violations**

The Valerie Fund's Executive Director will notify the person who submitted a complaint and acknowledge receipt of the reported violation or suspected violation. All reports will be promptly investigated and appropriate corrective action will be taken if warranted by the investigation.

Barry Kirschner  
Executive Director  
The Valerie Fund  
Office: 973-761-0422  
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