

Richmond Institute for Veterans Research (RIVR)

Whistle Blower Policy

RIVR 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, and prohibits fraudulent practices by any of its board members, officers, employees. This policy outlines a procedure for employees to report actions that an employee reasonably believes violates a law, or regulation or that constitutes fraudulent accounting or other practices. This policy applies to any matter which is related to RIVR's business and does not relate to private acts of an individual not connected to RIVR.

If an employee has a reasonable belief that an employee or RIVR has engaged in any action that violates any applicable law, or regulation, including those concerning accounting and auditing, or constitutes a fraudulent practice, the employee is expected to immediately report such information to the Executive Director. If the employee does not feel comfortable reporting the information to the Executive Director, he or she is expected to report the information to the Associate Chief of Staff for Research.

All reports will be followed up promptly, and an investigation conducted. In conducting its investigations, RIVR will strive to keep the identity of the complaining individual as confidential as possible, while conducting an adequate review and investigation.

RIVR prohibits retaliation in accordance with this policy.

Sheryl Underwood
Executive Director