

Northern California Sled Dog Rescue (NorSled) Whistleblower Policy

Ethical Standards

All NorSled officers, employees, and volunteers must uphold high standards of honesty, integrity, and legal compliance in all activities.

Reporting Responsibility

We encourage anyone—team members or others—to report concerns about unethical behavior, legal violations, discrimination, fraud, or breaches of NorSled’s Code of Ethics. Reports should be made in good faith and based on reasonable belief.

Zero Retaliation

NorSled strictly prohibits retaliation against anyone who reports a concern in good faith. Retaliatory behavior may result in disciplinary action, including termination of the relationship with NorSled.

How to Report

- Start by speaking with a Board member.
- If uncomfortable or unsatisfied, contact the President directly.
- Reports may be submitted in writing, anonymously or with your name.
- Board members must forward written concerns to the President for investigation.

Investigation & Resolution

The President will:

- Acknowledge receipt of the report
- Investigate promptly and thoroughly
- Inform the Board of findings and resolutions
- Take corrective action if needed (e.g., expulsion, legal counsel)

Confidentiality

All reports will be kept confidential to the extent possible, consistent with a full and fair investigation.

Good Faith Requirement

Malicious or knowingly false reports are considered serious offenses and may result in disciplinary action.