

HomeAid America, Inc.
Whistleblower Protection Policy

November 18, 2014

It is the intent of HomeAid America, Inc. that it and all its chapters observe high standards of business and personal ethics and adhere to all laws and regulations that apply to the organization. The underlying purpose of this policy is to support the organization's goal of ethical accountability and legal compliance.

Reporting Responsibility

This Whistleblower Policy is intended to encourage and enable executive officers, employees and others to raise serious concerns internally so that HomeAid America 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 HomeAid America's code of ethics or suspected violations of law or regulations that govern HomeAid America's operations.

No Retaliation

HomeAid America, Inc. will not 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 HomeAid America. Any 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

HomeAid America has an open door policy and suggests that employees share their questions, concerns, suggestions or complaints with their supervisor. Supervisors and managers are required to report complaints or concerns about suspected ethical and legal violations in writing to the HomeAid America Chief Executive Officer, who has the responsibility to investigate all reported complaints. 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 Organization's Board of Director Chair. You can find the names of the persons currently holding those positions on HomeAid's website, www.homeaid.org.

HomeAid America's Chief Executive Officer or Board Chair are responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. The Chief Executive Officer or Board Chair will advise the Board of Directors of all complaints and their resolution and will report at least annually to the Audit Committee Chair on compliance activity relating to accounting or alleged financial improprieties.

Accounting and Auditing Matters

HomeAid America's Chief Executive Officer or Board Chair shall immediately notify the Audit 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 to have been made maliciously or knowingly to be false will be viewed as a disciplinary offense.

Handling of Reported Violations

HomeAid America’s Chief Executive Officer or Board Chair 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.

Acknowledgment

My signature below indicates my receipt and understanding of this Whistleblower Policy. I also verify that I have been provided with an opportunity to ask questions about the policy.

Employee Signature

Date

Policy approved by the HomeAid America Executive Committee on November 18, 2014.