Sandhills Crisis Intervention Programs Code of Ethics and Conduct Code requires board of 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 SCIP, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

\*\*Reporting Responsibility:\*\*

All personnel must adhere to the Code and report any violations or suspicions in line with the Whistleblower Policy.

\*\*No Retaliation:\*\*

Individuals who report violations in good faith will not face harassment or retaliation. Retaliation against those reporting is subject to discipline, including termination.

\*\*Reporting Violations:\*\*

Employees should initially discuss concerns with their supervisor. If uncomfortable or unsatisfied, they can approach the Executive Director. Supervisors must report any suspected violations to the Executive Director, who will investigate. For issues of fraud or dissatisfaction with the open-door policy, contact the Board President directly. Suspected Violations by the Executive Director must be reported directly to the Board President.

\*\*Handling Reported Violations:\*\*

The Executive Director will acknowledge receipt of reports within five business days, ensuring prompt investigation and corrective action if necessary. The Board President will acknowledge receipt of reports of suspected violations by the Executive Director within five business days, ensuring prompt investigation and corrective action if necessary.

\*\*Accounting and Auditing Matters:\*\*

The Board will address concerns related to corporate accounting or internal controls. The Executive Director will notify the Board of such complaints.

\*\*Acting in Good Faith:\*\*

Complaints must be made in good faith with reasonable grounds. False or malicious allegations are serious offenses.

\*\*Confidentiality:\*\*

Reports of violations can be submitted confidentially or anonymously. Investigations will maintain confidentiality as much as possible.