

Goodwill Industries of Northwest Ohio, Inc. Whistle Blower/No Reprisal Policy

An important part of Goodwill Industries' orientation is to provide all new employees with a copy of the Goodwill Industries "Whistle Blower/No Reprisal Policy". Obtain additional copies from your immediate supervisor or by calling the Human Resources office.

An important paragraph in the policy states: "Goodwill Industries will not retaliate or take part in any form or reprisal against the individual bringing the complaint. Employees who believe they may have been subject to retaliation should report such suspected retaliation to the Employee Hotline.

A "whistleblower" is a person who notifies personnel of wrongdoings or misconduct where they work. The word "retaliation" means, "getting revenge." The phrase "no reprisal" means "no punishment" for the whistle blower reporting a wrongdoing. We have this policy to allow an employee to report legal or ethical matters without fear. It encourages employees to speak up.

If you become aware of legal violations, inappropriate activity or ethical wrongdoing, it is your responsibility to notify the Employee Hotline at 419-259-4640. Use this hotline to report any integrity violations. Integrity violations are acts of inappropriate behavior that go against written policy or established laws. Examples of legal and ethical violations include theft and/or misuse of Goodwill property, fraud, financial wastefulness, harassment or discrimination. Messages left by employees are confidential. The Corporate Compliance Officer investigates all claims within a reasonable amount of time.

If you have any questions regarding this policy, concerns or other complaints of a different nature, refer to the Employee Handbook or speak with your direct supervisor.

We appreciate your help.