



## Oklahoma Foundation *for* Excellence

### Whistleblower Protection Policy

The Whistleblower Protection Policy has been implemented at the Oklahoma Foundation for Excellence to comply with the Public Company Accounting Reform and Investor Protection Act of 2002 (Sarbanes-Oxley). This provision in the legislation applies to all organizations, not just publicly traded ones.

At the Oklahoma Foundation for Excellence, any staff member or volunteer who reports waste, fraud or abuse will not be fired or otherwise retaliated against for making the report.

The report will be investigated and even if determined not to be waste, fraud or abuse, the individual making the report will not be retaliated against. There will be no punishment for reporting problems—including firing, demotion, suspension, harassment, failure to consider the employee for promotion or any other kind of discrimination.

There are several ways to make a report of suspected waste, fraud or abuse:

- Call President Lee Ann DeArman at (405) 249-8017 or President-Elect Morgan Harris at (405) 824-5632.
- Send an e-mail to [ldearman@cox.net](mailto:ldearman@cox.net) or [morgan.s.harris@gmail.com](mailto:morgan.s.harris@gmail.com).
- Submit a report in writing to the current president or president-elect.

Here is how we will follow up to report on our findings:

- Provide the person filing the report with a summary of our findings
- Take steps to deal with the issue addressed, including making operational or personnel changes
- If warranted, contact law enforcement to deal with any criminal activities

Adopted September 7, 2005