



Global Mentorship Initiative Whistleblower Policy

Updated February 13, 2025

About Global Mentorship Initiative (GMI)

globalmentorship.org

GMI is a nonprofit organization that provides guidance and business skills to students through online mentorship.

Purpose

Global Mentorship Initiative (GMI) is committed to maintaining the highest standards of integrity and accountability in its operations. This Whistleblower Policy aims to provide a safe and confidential process for employees, volunteers, mentors, students, and other stakeholders to report any concerns about unethical or illegal activities within the organization.

Scope

This policy applies to all employees, volunteers, mentors, students, and other stakeholders associated with GMI.

Reporting Concerns

Any individual who becomes aware of any unethical or illegal activities, including but not limited to fraud, corruption, harassment, discrimination, or any other misconduct, is encouraged to report their concerns. Reports can be made through the following channels:

by email: whistleblower@globalmentorship.org

by phone: (320) 200-2255

by mail: Attention: GMI Whistleblower Policy
15600 NE 8th St. Suite B1-800
Bellevue, WA 98008

Confidentiality

GMI is committed to protecting the confidentiality of whistleblowers. All reports will be handled with the utmost discretion, and the identity of the whistleblower will be kept confidential to the extent possible, consistent with the need to conduct a thorough investigation.

Protection Against Retaliation

GMI strictly prohibits any form of retaliation against individuals who report concerns in good faith. Any employee, volunteer, mentor, or student who retaliates against a whistleblower will be subject to disciplinary action, up to and including termination of employment or association with GMI.

Investigation Process

Upon receiving a report, GMI will promptly initiate an investigation. The investigation will be conducted by a designated Whistleblower Committee, which will include members of the senior management team and, if necessary, external experts. The committee will ensure that the investigation is thorough, impartial, and conducted in a timely manner.

Reporting and Accountability

The Whistleblower Committee will report its findings to the Board of Directors. The Board will take appropriate action based on the findings of the investigation. The whistleblower will be informed of the outcome of the investigation, to the extent possible, without compromising the confidentiality of the process.

Review and Amendments

This policy will be reviewed annually by the Board of Directors and updated as necessary to ensure its continued effectiveness.