

## ReNEW's Whistleblowing Policy

### Whistleblowing

Should any staff member know or have a reasonable belief that persons associated with ReNEW plan to engage or have engaged in illegal or unethical conduct in connection with improper accounting, accounting controls or auditing, bribery, conflicts of interest, illegal activities, theft or fraud, discrimination, harassment, workplace violence, safety, health or environmental issues, and/or concerns regarding test administration, that person should immediately file a complaint with the Chief of Staff ([michael@renewschools.org](mailto:michael@renewschools.org)), Executive Director of Data and Assessment ([sumeet@renewschools.org](mailto:sumeet@renewschools.org)), and/or President of the Board of Directors. Staff members may submit complaints on a confidential, anonymous basis. If the complaint concerns the Chief of Staff, Executive Director of Data and Assessment, and/or President of the Board of Directors or the complainant is not comfortable reporting to them, then the complainant should notify the Board of Directors instead. The Board of Directors' contact information is on ReNEW's website. Additionally, staff members may contact a third party organization to file a concern or issue, either confidentially or by leaving a name and phone number. The third party organization, In Touch, can be reached at 1-844-306-2496 or via the web by visiting [www.intouchwebsite.com/ReNEWSchools](http://www.intouchwebsite.com/ReNEWSchools). There will be no punishment or other retaliation for filing a complaint in good faith, or otherwise participating or assisting in a proceeding filed or about to be filed regarding any complaint. An individual who deliberately or maliciously provides false information may be subject to disciplinary action.