

Whistleblower Policy

Maintaining high standards of conduct and ethics is important to Catholic Charities of the Diocese of Winona. All individuals are encouraged to report fraudulent or dishonest conduct pursuant to the procedures set forth in the next section.

All individuals should report any reasonable concern about fraudulent or dishonest conduct to the Audit Committee of the Board of Directors. The address is listed at the end of the policy or you may contact the Director of Administrative Services at 507-454-2270.

Reports should contain enough information to substantiate the concern and allow an appropriate investigation to begin. Reports may be submitted anonymously. All reports are kept confidential to the extent possible, consistent with the need to conduct an adequate investigation. No one will be discriminated against, harassed, intimidated, or suffer any reprisal as a result of filing a report or participating in the investigation of a report.

The Audit Committee of the Board of Directors will promptly investigate all reports. At the discretion of the Audit Committee, outside parties may be appointed to perform the internal investigation. If warranted by the investigation, appropriate action will be recommended to the Board of Directors. The Audit Committee of the Board of Directors will conclude their investigation with a written response to the person who filed the report (unless they chose to remain anonymous).

Any individual reporting a concern of a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation of Catholic Charities policies, code of ethics or state or federal law. Reporting suspected misconduct maliciously, recklessly or with the knowledge that the allegations are false will be viewed as a serious offense and may give rise to other actions.

Deacon Chris Walchuk, Board Chair

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