**Whistleblower Policy:**

**NARF Whistle-Blower Protection Policy**

**General.** The Native American Rights Fund (NARF) is committed to maintaining a workplace where directors, officers and employees are free to raise good faith concerns regarding NARF’s business practices, specifically: 1) reporting suspected violations of law, including but not limited to federal laws and regulations: 2) providing truthful information in connection with an inquiry or investigation by a court, agency, law enforcement, other governmental body, or NARF’s internal auditors; and 3) identifying potential violations of NARF policy, specifically the policies contained in the NARF Policies and Procedures Manual.

**Reporting Responsibility.** It is the responsibility of all directors, officers and employees to comply with and report violations or suspected violations in accordance with this Whistleblower Policy.

**Reporting Process.** NARF has an open door policy that encourages employees to share their questions, concerns, suggestions or complaints with someone who can address them properly. In most cases, an employee’s supervisor is in the best position to address an area of concern. However, if an employee is not comfortable speaking with his/her immediate supervisor or they are not satisfied with their supervisor’s response, they are encouraged to speak with any Corporate Officer of their choosing, including the Executive Director. For suspected fraud, or when an employee is not satisfied with or is uncomfortable following NARF’s open door policy, individuals should contact the Chairman of the Board of Directors.

**Accounting and Auditing Matters.** The Audit Committee of the Board of Directors shall address all reported concerns or complaints regarding corporate accounting practices, internal controls or auditing. The Executive Director or the Chairman of the Board of Directors shall notify the Audit Committee of any such complaint and work with the committee until the matter is resolved.

**No Retaliation.** No director, officer or employee who in good faith reports a violation or concern shall suffer harassment, retaliation or adverse employment consequence. An employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment.

**Acting in Good Faith.** Anyone filing a complaint concerning a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation of NARF policy or applicable law. It is a serious disciplinary offense subject to disciplinary action up to and including termination of employment to knowingly make a false accusation.

**Confidentiality.** Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

**Handling of Reported Violation.** The Supervisor, Corporate Officer, Chairman of the Board of Directors receiving the complaint will acknowledge receipt of the reported violation or suspected violation within five business days. All reports will be promptly investigated and appropriate corrective action will be taken, if warranted, by the investigation.