



**Whistleblower Policy and Protection:** Tulsa Children's Coalition, Inc. ("TCC") is committed to facilitating open and honest communications relevant to its governance, finances, and compliance with all applicable laws and regulations. It is important that TCC be apprised about unlawful or improper behavior including, but not limited to any of the following conduct:

- Theft
- Financial reporting that is intentionally misleading
- Improper or undocumented financial transactions
- Improper destruction of records
- Improper use of assets
- Violations of TCC's conflict-of-interest policy
- Any other improper occurrence regarding cash, financial procedure or reporting

We request the assistance of anyone who has a reasonable belief or suspicion about any improper transaction. TCC values this input, and anyone should feel free to raise issue of concern, in good faith, without fear of retaliation. No one will be dismissed, demoted, or be retaliated against for asking questions or voicing concerns about conduct of this sort. At the same time, TCC expects all to take this policy seriously, to use it in good faith, and to use it when necessary and in a judicious manner. Reports made by a board member that are not made in good faith, or is intended to harass or annoy, may result in disciplinary action, including dismissal from the board.

**Making a Report:** We encourage anyone who has reasonable knowledge regarding TCC's governance, finances, or compliance with all applicable laws and regulations to report the concern by telephone or electronic mail, at their preference:

***Electronic Mail:*** [whistle@fulcrum.com](mailto:whistle@fulcrum.com)  
***By Internet:*** [www.fulcrum.com/cap.htm](http://www.fulcrum.com/cap.htm)  
**Anonymous telephone number:** 213-596-1902\*

\*You can reverse the call charges if desired, using the company name to remain anonymous.

***Fax:*** 213-891-1300

TCC will consider any reprisal against a reporting individual an act of misconduct subject to disciplinary procedures. A "reporting individual" is one who, in good faith, reported a suspected act of misconduct in accordance with this policy, or provided to a law enforcement officer any truthful information relating to the commission or possible commission of a Federal offense.