



5821 Mossrock Drive
North Bethesda, MD 20852
Phone: 301-704-0032
Email: vinod@idrf.org
Website: www.idrf.org

WHISTLEBLOWER PROTECTION POLICY

India Development and Relief Fund, Inc. USA (“IDRF”) requires directors, officers, staff, and consultants to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As representatives of IDRF, they practice honesty and integrity in fulfilling their responsibilities and comply with all applicable laws and regulations.

Reporting Responsibility

This Whistleblower Policy is intended to encourage directors, officers, staff, and consultants to raise concerns internally so that IDRF can address and correct inappropriate conduct. It is the responsibility of all board members, staff, and consultants to report concerns about violations of IDRF's code of ethics or suspected violations of law or regulations that govern IDRF's operations.

No Retaliation

It is contrary to the values of IDRF for anyone to retaliate against any directors, officers, staff, and consultants who in good faith reports an ethics violation, or a suspected violation of law, such as a complaint of discrimination, suspected fraud, or suspected violation of any regulation governing the operations of IDRF. A member of staff who retaliates against someone who has reported a violation is subject to discipline up to and including termination of employment.

Reporting Procedure

IDRF has an open door policy and suggests that staff share their questions, concerns, suggestions or complaints with their supervisor. If you are not comfortable speaking with your supervisor or you are not satisfied with your supervisor's response, you are encouraged to speak with the Compliance Officer. Supervisors are required to report complaints or concerns about suspected ethical and legal violations in writing to the Compliance Officer at: dvthatte@yahoo.com

Compliance Officer

The IDRF Compliance Officer- Mr. Dileep Thatte (Vice President, IDRF) is responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. The Compliance Officer will advise the Board of Directors of all complaints and their resolution. Contact: dvthatte@yahoo.com

Accounting and Auditing Matters

The Compliance Officer shall immediately notify the Board of Directors of any concerns or complaint regarding corporate accounting practices, internal controls or auditing and work with the Board until the matter is resolved.



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Acting in Good Faith

Anyone filing a written 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. Any allegations that are not substantiated or were made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.

Confidentiality

Suspected violations may be submitted confidentially. Reports of suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

Handling of Reported Violations

The IDRF Compliance Officer will notify the person who submitted a complaint and acknowledge receipt of the reported violation or suspected violation. All reports will be promptly investigated and appropriate corrective action will be taken if warranted by the investigation.