

Whistleblower Policy

ADOPTED BY THE BOARD OF DIRECTORS • JULY 20, 2026

Section 1 Purpose

Atlanta Israel Coalition, Inc. (AIC) requires its directors, officers, and volunteers to observe high standards of business and personal ethics. As representatives of AIC, we must practice honesty and integrity and comply with all applicable laws and regulations.

Section 2 Reporting Responsibility

It is the responsibility of all directors, officers, and volunteers to report concerns about violations of AIC's Code of Conduct, or suspected violations of law or regulations governing AIC's operations.

Section 3 No Retaliation

No director, officer, or volunteer who in good faith reports a violation shall suffer harassment, retaliation, or adverse consequence. Anyone who retaliates against a good-faith reporter is subject to discipline up to and including removal from the board. This policy encourages individuals to raise serious concerns within AIC before seeking resolution outside the organization.

Section 4 Designated Compliance Contacts & Escalation Path

Mirrors Amended and Restated Bylaws § 12.01. Contacts are designated by office, not by name, so this policy does not go stale when an office changes hands.

1. Primary contact. Written complaints go to the Board Secretary, at secretary@atlantaisrael.org. The address reaches the individual then serving as Board Secretary.
2. Alternative path. If the complaint concerns the Secretary, or the reporter is uncomfortable reporting to the Secretary, it may be filed with the Board Treasurer, or with any Director who is not the subject of the report. Current directors are published on AIC's website and their contact details are available on request.
3. The governing rule. Under no circumstances shall a person who is the subject of a complaint — or who is a member of the family or household of a person who is the subject of a complaint — receive, oversee, or participate in the review of that complaint. Where the rule above would route a report to such a person, it routes instead to any other Director. No report is ever channeled solely to a person it implicates.

Section 5 Acting in Good Faith

Anyone filing a complaint must act in good faith and have reasonable grounds for believing a violation occurred. Allegations made maliciously or knowingly false are a serious disciplinary offense.

Section 6 Confidentiality

Complaints may be submitted confidentially or anonymously and will be kept confidential to the extent possible, consistent with the need for an adequate investigation.

Section 7 Handling of Reported Violations

The compliance contact acknowledges receipt within five (5) business days. Reports are promptly investigated by the board, excluding any director who is the subject of the report or has a conflict. Corrective action is taken if warranted.