



ROMANIA ANIMAL RESCUE INC dba ANIMAL SPAY NEUTER INTERNATIONAL

PO Box 827; 8000 Morgan Territory Rd. • Livermore, CA 94551
www.romaniaanimalrescue.org; www.animalsni.uk
USA Charity number: 72-1546354; UK Charity number: 1172316

Whistleblower Policy

- **Reporting Violations:**

Any employee, volunteer, or other covered individual who has a good faith belief that a violation of law, ethical principles, or organizational policy has occurred should report it immediately to Nancy Janes, President.

nancy@romaniaanimalrescue.org

- **Non-Retaliation:**

The organization prohibits retaliation against any individual who in good faith reports a violation or participates in an investigation. Any retaliation against such individuals will be subject to disciplinary action, up to and including termination from Romania Animal Rescue Inc. in all capacities.

- **Investigation:**

Reports of violations will be investigated promptly and thoroughly, with appropriate confidentiality maintained throughout the process.