THE WORLD
ORGANIZATION OF
WOMEN NATIONS
WOMAFREESM INC.

US 501(c)(3) Public Charity | EIN: 98-1867647
Florida Not For Profit Corporation
FL Doc. No.: N25000005813

7901 4th St N, Ste 300
St. Petersburg, FL 33702, USA

WHISTLEBLOWER PROTECTION POLICY

The World Organization of Women Nations Womafreesm Inc.

Compliance
Effective Date: May 28, 2026

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1. Purpose

The World Organization of Women Nations Womafreesm Inc. ("Womafreesm") is committed to maintaining the highest standards of integrity, transparency, accountability, and ethical conduct.

The purpose of this Whistleblower Protection Policy is to encourage the prompt reporting of suspected misconduct, unlawful activities, fraud, or violations of organizational policies while protecting individuals who report concerns in good faith from retaliation.

2. Scope

This Policy applies to:

- Directors and Board Members;
- Officers;
- Employees;
- Contractors and Consultants;
- Volunteers;
- Committee Members;
- Ambassadors;
- Members;
- Donors, partners, and any individual interacting with Womafreesm who wishes to report a concern.

3. Reportable Concerns

Individuals are encouraged to report concerns regarding suspected:

- fraud or financial misconduct;
- theft or misuse of charitable assets;
- corruption or bribery;
- conflicts of interest;
- violations of laws or regulations;
- violations of organizational policies;
- discrimination, harassment, or retaliation;
- data protection or privacy violations;
- abuse of authority;
- unethical conduct;

- deliberate falsification of reports or records;
- other conduct that may jeopardize the integrity or reputation of Womafreesm.

4. Good Faith Reporting

Reports should be made honestly and in good faith.

Individuals are not required to prove that misconduct has occurred before making a report.

Knowingly false or malicious reports may themselves constitute misconduct.

5. Protection Against Retaliation

No individual who reports a concern in good faith shall be subject to:

- dismissal;
- demotion;
- harassment;
- discrimination;
- intimidation;
- threats;
- retaliation;
- adverse treatment because of making a report.

Any retaliation against a whistleblower will be treated as a serious violation of organizational policy.

6. Confidentiality

Womafreesm will make reasonable efforts to protect the confidentiality of individuals submitting reports.

Information will be shared only with those who have a legitimate need to know or where disclosure is required by law.

7. Investigation

All reports will be reviewed objectively and, where appropriate, investigated promptly.

Investigations will be conducted fairly, impartially, and in accordance with applicable laws and organizational procedures.

Appropriate corrective action may be taken where misconduct is confirmed.

8. Reporting Channels

Concerns may be submitted through:

- email;
- written correspondence;
- designated Board representatives;
- other official reporting channels established by Womafreesm.

Current reporting email:

info@womafreesm.com

9. Cooperation

All individuals participating in an investigation are expected to cooperate honestly and provide relevant information.

Intentional obstruction of an investigation may constitute misconduct.

10. Record Retention

Reports and related investigation records shall be retained in accordance with applicable laws and Womafreesm's document retention practices.

Access to such records shall be restricted to authorized individuals.

11. Compliance

This Policy supports compliance with applicable United States laws, nonprofit governance best practices, and internationally recognized standards of organizational accountability.

12. Review

This Policy shall be reviewed periodically and updated when necessary to reflect legal, operational, or governance developments.

Organizational Commitment

Womafreesm believes that transparency and accountability strengthen public trust.

Every individual associated with the organization has the right and responsibility to raise concerns about potential misconduct without fear of retaliation.

The organization is committed to fostering a culture of integrity, openness, and responsible governance.