

- DEHEWILDELDHSW□
- D□ DEWLDW□
- DEWLDWLHWDM□ ,6&S□ &H□
- DEWLDWLHDFWHD□ DPWWH□PSSEFW□

6DIHD□
 DDPHW□DEW□PLDW□ DDPHW□DEW□PLDW□HSW□EFH□ H□
 WLS□EW□ WEH□WHDWH□

&LHW□DDW□(H□H□W□ DEHPDHW□WHDW□WHEPS□DLDW□ LHW□DW□W□
 DSS□D□W□H□D□E□LHW□DDW□

W□ HDW□ Z□S□E□H□E□D□E□W□D□E□W□H□D□D□W□H□ W□S□
 WH□D□PH□ W□D□H□W□ E□H□E□D□H□D□S□S□D□W□H□S□H□W□ D□H□W□D□W□L□D□
 WE□H□S□E□E□H□ W□E□H□W□H□D□P□D□W□ L□H□W□L□L□H□&□E□H□S□H□
 D□P□W□ E□H□S□H□D□S□S□D□W□H□E□W□E□D□W□L□E□H□D□W□

- 7H□H□H□ IW□H□D□D□H□
- 7E□H□D□E□D□W□ W□E□E□H□D□
- 7H□D□N□H□L□ E□L□P□W□H□D□H□D□W□L□P□D□W□D□E□W□D□E□H□E□H□

D□D□W□H□D□W□ HDW□ D□E□D□D□W□P□D□H□W□L□E□L□S□D□D□E□W□D□

3E□H□E□E□H□ ID□D□D□&□E□H□
 H□S□W□ Z□H□W□E□E□H□S□E□H□D□D□W□H□W□E□H□ H□H□D□ D□
 H□W□D□H□L□H□6□E□E□E□H□D□E□L□W□H□H□D□W□L□W□L□D□E□L□D□H□S□W□L□H□W□D□E□D□
 L□H□D□ E□E□W□P□D□E□H□S□W□H□D□E□W□W□W□H□D□E□W□H□
 &□D□P□E□H□D□L□ HD□S□H□D□D□ H□H□D□D□W□&□

7L□P□L□Z□H□H□D□D□H□D□E□E□H□D□ H□S□H□ W□H□D□D□H□D□W□L□W□D□N□H□D□E□W□D□

Evidence – Although the contracted staff/volunteer is not expected to prove the truth of an allegation, the contracted staff or volunteer should be able to demonstrate to the person contacted that the report is being made in good faith.

Procedure: 2. How the Report of Concern Will Be Handled

The action taken by ISCD in response to a report of concern under this policy will depend on the nature of the concern. The Executive Committee of the ISCD Board of Directors shall receive information on each report of concern and follow-up information on actions taken.

Initial Inquiries – Initial inquiries will be made to determine whether an investigation is appropriate and the form that it should take. Some concerns may be resolved without the need for investigation.

Further Information – The amount of contact between the complainant and the person or persons investigating the concern will depend on the nature of the issue and the clarity of information provided. Further information may be sought from or provided to the person reporting the concern.

Employment-related concerns should continue to be reported through your normal channels such as your supervisor, the Executive Director, or President.