



Conflict-of-Interest Policy

At Wheelchairs for Warriors, we are committed to the highest standards of ethical conduct, and we expect our employees, volunteers, and contractors to share that commitment. Our Conflict-of-Interest Policy outlines our expectations and guidelines for avoiding conflicts of interest and ensuring that we operate independently and with integrity.

All employees, volunteers, and contractors will be required to disclose any potential conflicts of interest, including financial interests, personal relationships, or other matters that may affect their ability to make unbiased decisions on behalf of the organization.

In situations where a conflict of interest is identified, the individual in question will be required to recuse themselves from any related decision-making.



Document Retention and Destruction Policy

At Wheelchairs for Warriors, we recognize the importance of maintaining accurate and complete records, as well as protecting sensitive information. Our Document Retention and Destruction Policy outlines our procedures for handling documents, including electronic files, and ensures that we comply with all legal and regulatory requirements.

All documents should be retained in accordance with legal and regulatory requirements and our internal policies. When documents are no longer required, they will be disposed of securely through shredding or other secure means. No documents will be destroyed without proper authorization, and all destruction will be performed in a manner that protects the confidentiality and privacy of the information therein.

This policy applies to all employees, volunteers, and contractors, and breaches may result in disciplinary action, up to and including termination of employment or contract



Whistleblower Policy

At Wheelchairs for Warriors, we value transparency and integrity in everything we do. Our whistleblowing policy is designed to encourage and protect those who report unethical or illegal behavior. Any employee, volunteer, or contractor who witnesses or suspects any wrongdoing is encouraged to report it immediately to their supervisor, the Board of Directors, or the designated Whistleblower Hotline.

All reports will be investigated promptly and confidentially, and retaliatory actions against those who raise concerns will not be tolerated. All individuals who make a report in good faith will be protected against retaliation, and their confidentiality will be respected to the fullest extent possible.