a safe, ethical workplace

Habitat for Humanity is committed to an organizational culture built on humility, courage and accountability. We support a safe, ethical workplace that insists upon good stewardship and care of our people, donations, funds and resources. When incidents arise, Habitat employees, volunteers, beneficiaries, vendors, partner agencies and donors can use the Habitat Ethics and Accountability Line to report concerns.

Confidential and anonymous. | **24 hours a day.** | **Multiple languages accepted.**

How it works:

Your confidential report will be affiliate forwarded to a team of independent investigators at Habitat for Humanity International's Governance, Risk Management and Compliance department, or GRC, who will ensure confidential review and proper handling.

You can anonymously send and receive messages related to your report by phone or via the online portal listed below.

Ways to report:

- **Access heal.habitat.org.**
- **Within the U.S.:** Call toll-free (844) 539-2350.
- **Outside the U.S.:** Obtain your local phone number by going to **heal.habitat.org.**
- **Report via mobile device** using **healmobile.habitat.org.**

The Habitat Ethics and Accountability Line is an easily accessible and confidential way to report matters to Habitat for Humanity International when the reporter either wishes to remain anonymous or believes that reporting the concern to their local Habitat organization has not been or will not be effective.

Report concerns related to:

- Discrimination.
- Harassment/bullying.
- Sexual exploitation and abuse.
- Conflict of interest.
- Misstatements in financials.
- Criminal activities.
- Legal or regulatory violations.
- Bribery/kickbacks.
- Work site violence or serious bodily injury or death.
- Any significant or chronic compromise of work site safety.
- Whistleblower retaliation.
- Data security breaches.
- Falsification of official records or reporting.
- Theft of or self-dealing with Habitat assets.

In the interest of continuous improvement, Habitat for Humanity International asks managers to ensure that all immediately reportable issues (as listed above) are reported through the Habitat Ethics and Accountability Line. This confidential reporting line is hosted by a third-party provider called Navex. All contacts are confidential, and users are assured anonymity when they request it. Habitat for Humanity International will maintain the confidentiality or anonymity of the person making a complaint to the extent reasonably practicable within the law and the legitimate needs of any ensuing evaluation or investigation. Please be aware that the effectiveness of an investigation based on an anonymous complaint may be limited because of the difficulty of obtaining further information from anonymous complainants and conducting appropriate follow-up.

Habitat for Humanity International reserves the right to act or not to act on any information provided unless required to do so by law. Furthermore, Habitat for Humanity International is not required to disclose its response or actions pursuant to any information that may be provided or reported. The intentional misreporting of information may result in disciplinary actions up to and including immediate termination.

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