



To Whom It May Concern:

If any volunteer reasonably believes that some policy, practice, or activity of The Penn State IFC/Panhellenic Dance Marathon (THON™), or any affiliated organizations is in violation of law, University Policy, or the THON Rulebook, a complaint may be filed by that individual by clicking on “Report a Conduct Incident” on the bottom of our THON.org homepage. This comment will be seen by only the Executive Director, Fundraising Safety Director, and the Technology Director. Information will be disseminated to the relevant Executive Committee Members only when necessary. This submission is confidential and will only be viewed by the Executive Committee. It is suggested, but not mandatory, that the volunteer submitting the complaint provides their contact information on the form. This will aid in any follow-up issues that need to be addressed. It is the intent of THON to adhere to all laws and regulations that apply to the organization, and the purpose of this policy is to support the organization's goal of legal compliance. The support of all volunteers is necessary to achieve compliance with various laws and regulations. Any volunteer is protected from retaliation only if the volunteer brings the alleged non-compliant activity, policy, or practice to the attention of the Executive Committee and provides the Executive Committee with a reasonable opportunity to investigate and correct the alleged non-compliant activity.

The Executive Committee will not retaliate against any volunteer who, in good faith, has made a protest or raised a complaint against some practice of THON, or of another individual or entity with whom THON has affiliation, on the basis of a reasonable belief that the practice is in violation of law, University Policy, or the THON Rulebook. Reports submitted via this system will not result in a decrease of organizational fundraising totals. Please feel free to contact Executive Director, Keegan Sobczak, at director@thon.org with any questions regarding this policy.

For The Kids®,

Keegan Sobczak

THON 2025 Executive Director