

Anonymous Ethics Hotline:

The United Way of Central and Northeastern Connecticut has established an ethics reporting **hotline** to enable employees and volunteers to provide feedback wherever they live or work.

With the help of an anonymous reporting hotline, employees and volunteers can report any improper legal, operational, or financial issues in any functional area.

The hotline is provided by Lighthouse LLC, an independent third-party hotline provider, which ensures you can feel confident that anonymity will be protected without the fear of retribution.

The information reported to the hotline may be the basis of an internal and/or external investigation into the issue you are reporting. Your anonymity will be protected to the extent legally possible by Lighthouse LLC. However, your identity may become known during the investigation because of the information you have provided. Reports are submitted by Lighthouse LLC to a company designee for investigation according to company policies.

Regular business topics that do not require anonymity should be directed to the employee's supervisor and should not be submitted using this service.

Other methods of reporting are:

- **Toll-Free Telephone:**
 - English speaking USA and Canada: 855-222-4896
 - Spanish speaking USA and Canada: 800-216-1288
 - Spanish speaking Mexico: 01-800-681-5340
 - French speaking Canada: 855-725-0002
 - Contact us if you need a toll-free # for North American callers speaking languages other than English, Spanish, or French

- **E-mail:** reports@lighthouse-services.com (must include company name with report)