



Whistleblower Policy

The WRSSAR requires officers, committee chairs, and Board of Trustee members to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As representatives of the WRSSAR, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

Reporting Responsibility

This Whistleblower Policy is intended to encourage and enable Board of Trustee, Officers and Committee chairs to raise serious concerns internally so that the WRSSAR can address and correct inappropriate conduct and actions. It is the responsibility of all board members, officers, and volunteers to report concerns about violations of ethics or suspected violations of law or regulations that govern the WRSSAR's operations.

No Retaliation

It is contrary to the values of the WRSSAR for anyone to retaliate against any board member, officer, committee chair or volunteer who in good faith reports an ethics violation, or a suspected violation of law, such as a complaint of suspected fraud, theft or suspected violation of any regulation governing the operations of the WRSSAR. Any Board Members, Officer or Committee Chair who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including removal from all leadership positions and the reporting of said actions to any appropriate organization.

Reporting Procedure

The WRSSAR has an open door policy and suggests that leaders share their questions, concerns, suggestions or complaints with any member of the Executive Committee. If you are not comfortable speaking with the Executive Committee or you are not satisfied with their response, you are encouraged to speak with any active and current member of the Board of Trustees. All Officers are required to report complaints or concerns about suspected ethical and legal violations in writing to the President who has the responsibility to investigate all reported complaints.

The President acting as Compliance Officer is responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. The Compliance Officer will advise

the Board of Trustees of all complaints and their resolution and will report at least annually to the full Board on compliance activity relating to accounting or alleged financial improprieties.

Accounting and Auditing Matters

The President shall immediately notify the Audit Committee/Finance Committee of any concerns or complaint regarding corporate accounting practices, internal controls or auditing and work with the committee until the matter is resolved.

Confidentiality

Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

Handling of Reported Violations

The President will notify the person who submitted a complaint and acknowledge receipt of the reported violation or suspected violation. All reports will be promptly investigated and appropriate corrective action will be taken if warranted by the investigation.

Policy approved by the Board of Directors on December 2, 2014 and applied January 1, 2015.