

WET MOUNTAIN VALLEY SADDLE CLUB

Stampede Rodeo since 1946



Whistleblower Protection Policy

Page 1 of 2

wmvsc whistleblower policy 06-27-2022.docx

The Wet Mountain Valley Saddle Club (WMVSC) requires directors, officers, employees, and volunteers to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees and representatives of the WMVSC, 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 raising serious concerns internally so that the WMVSC can address and correct inappropriate conduct and actions. It is the responsibility of all board members, officers, employees, and volunteers to report concerns about suspected violations of law or WMVSC's bylaws which govern its operations.

No Retaliation

It is contrary to the values of the WMVSC for anyone to retaliate against any board member, officer, employee, or volunteer who in good faith reports a bylaw violation, or a suspected violation of law, such as a complaint of discrimination, or suspected fraud, or suspected violation of any regulation governing the operations of the WMVSC. A Director or employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including removal of directorship or termination of employment.

Reporting Procedure

The WMVSC has an open-door policy and suggests that anyone in the organization share their questions, concerns, suggestions, or complaints with a Board of Director. If you are not comfortable speaking with a Board of Director or you are not satisfied with the Board of Director's response, you are encouraged to speak the WMVSC President. All members of the Board of Directors are required to report complaints or concerns about suspected ethical and legal violations in writing to the WMVSC's President, who has the responsibility to investigate all reported complaints. Concerns or complaints may also be submitted in writing directly to the WMVSC President.

WMVSC President

The WMVSC's President is responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. The WMVSC President will advise the WMVSC Board of Directors of all complaints and their resolution and will report at least annually to the WMVSC Treasurer on compliance activity relating to accounting or alleged financial improprieties.

We are a non-profit 501(c)(3) organization EIN 84-0683875

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Page 2 of 2

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Accounting and Auditing Matters

The WMVSC's Treasurer shall immediately notify the WMVSC President and the WMVSC Finance Committee (if one exists) of any concerns or complaint regarding organization accounting practices, internal controls, or auditing, and work with the President and Committee until the matter is resolved.

Acting in Good Faith

Anyone filing a written complaint concerning a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.

Confidentiality

Violations or suspected violations may be submitted on a confidential basis by the complainant. 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 WMVSC's 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.

Mary A Mowery

WMVSC Treasurer

303-902-2334

WetMountainValleySaddleClub@gmail.com

Policy approved by the Board of Directors on _____

(see approved WMVSC Board of Directors Meeting Minutes)

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