

WHISTLEBLOWER POLICY
EXETER HISTORICAL SOCIETY
APPROVED 12/12/2023

This policy is intended to encourage Board members, paid and volunteer staff and others to report suspected or actual occurrences of illegal, unethical, or inappropriate events, behaviors, or practices without retribution.

POLICY: Whistleblower

1. The Whistleblower should promptly report the suspected or actual event to the Board Chair or another Board member in writing*.
2. The Whistleblower can report the event with their identity or anonymously.
3. The Whistleblower shall receive no retaliation or retribution for a report that was provided in good faith – that was not done primarily with malice to damage another or the organization.
4. A Whistleblower who makes a report that is not done in good faith is subject to discipline, including termination of the Board or employee relationship, or other legal means to protect the reputation of the organization and members of its Board and staff.
5. Anyone who retaliates against the Whistleblower (who reported an event in good faith) will be subject to discipline, up to and possibly including termination of Board or employee status.
6. Crimes against person or property, such as assault, rape, burglary, etc., should immediately be reported to local law enforcement personnel.
7. A Board member(s) who receives the Whistleblower report must promptly act to investigate or resolve the issue.
8. Within 10 business days of the initial report, the Whistleblower shall receive an update in writing from a Board Officer regarding the investigation, disposition, or resolution of the issue.
9. If the investigation of a report, that was done in good faith and investigated by the Board and/or internal personnel, is not to the Whistleblower's satisfaction, then they have the right to report the event to the appropriate legal or investigative agency.
10. The identity of the Whistleblower, if known, shall remain confidential to those persons directly involved in applying this policy, unless the issue requires investigation by law enforcement, in which case members of the organization are subject to subpoena, and disclosure may be required.

*In writing refers to all communications electronic or written.

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