

## **BADEN-POWELL COUNCIL, BOY SCOUTS OF AMERICA**

### **WHISTLEBLOWER PROTECTION POLICY**

The whistleblower protection policy is being implemented for the Baden-Powell Council, Boy Scouts of America to comply with the Public Company Accounting Reform and Investor Protection Act of 2002 (Sarbanes-Oxley). This provision in the legislation applies to all organizations, not just those that operate for profit.

An employee or volunteer of the Baden-Powell Council, Boy Scouts of America, who reports waste, fraud, or abuse will not be terminated or otherwise retaliated against for making the report.

The report will be investigated and even if determined not to be waste, fraud, or abuse, the individual making the report will not be retaliated against. There will be no punishment for reporting problems – including termination of employment, demotion, suspension, harassment, failure to consider the employee for promotion, or any other kind of discrimination.

There are several ways to make a report of suspected waste, fraud, or abuse:

- Send an e-mail to the Scout Executive or Council President

- Submit a report in writing to the Scout Executive or Council President

Here is what we will do to investigate the report:

- Interview all parties involved

- Inspect all files and documents that may prove or dis-prove the allegation

- If warranted, contact law enforcement to perform a more detailed investigation

- If warranted, suspension of employees involved in allegation with or without pay

Here is how we follow up to report on our findings:

- Provide the person filing a report with a summary of our findings.

- Take steps to deal with the issue addressed, including making operational or personnel changes.

- If warranted, contact law enforcement to deal with any criminal activities.

**Adopted December 15, 2008 Baden-Powell Council Executive Board**