Hunterdon Hoosiers, Inc.
WHISTLEBLOWER POLICY

This policy is intended to encourage the Board members and staff (paid and volunteer) of Hunterdon Hoosiers, Inc. to report suspected or actual occurrence(s) of illegal, unethical or inappropriate events (behaviors or practices) without retribution. It is the responsibility of all directors, officers, and employees to comply with the Conflict of Interest Policy and to report violations or suspected violations in accordance with this Policy.

1. The Whistleblower should promptly report the suspected or actual event to his/her supervisor.

2. If the Whistleblower would be uncomfortable or otherwise reluctant to report to his/her supervisor, then the Whistleblower could report the event to the next highest or another level of management, including to an appropriate Board member.

3. The Whistleblower can report the event with his/her identity or anonymously.

4. The Whistleblower shall receive no retaliation or retribution for a report that was provided in good faith – that was done primarily with malice to damage another or the organization.

5. 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.

6. Anyone who retaliates against the Whistleblower (who reported an event in good faith) will be subject to discipline, including termination of Board or employee status.

7. Crimes against person or property, such as assault, rape, burglary, etc., should be immediately reported to local law enforcement personnel.

8. Supervisors, managers, and/or Board members who receive the reports must act promptly to investigate and/or resolve the issue.

9. The Whistleblower shall receive a report within five business days of the initial report, regarding the investigation, disposition, or resolution of the issue.

10. If the investigation of a report, that was done in good faith and investigated by internal personnel, is not to the Whistleblower's satisfaction, then he/she has the right to report the event to the appropriate legal or investigative agency.

11. 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.