

San Diego-Imperial Council, Boy Scouts of America

Whistleblower Protection Policy

This Whistleblower Protection Policy is being implemented by the San Diego – Imperial Council, Boy Scouts of America (the “Council”) 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 Council who reports or makes inquiries with respect to waste, fraud, ethical violations or similar illegal or improper practices or abuses will not be terminated or otherwise retaliated against for making the report or inquiry.

The report or inquiry will be investigated and even if determined not to be waste, fraud, ethical violations or similar illegal or improper practices or abuses, the individual making the report or inquiry will not be retaliated against. There will be no punishment for reporting or inquiring with respect to problems – including termination of employment, demotion, suspension, harassment, failure to consider the employee for promotion, or any other kind of discrimination so long as such report or inquiry was made in good faith. The Council reserves the right to discipline employees or volunteers who make bad faith, knowingly false, or vexatious complaints, reports or inquiries, or who otherwise abuse this policy.

Here are ways to make a report or inquire with respect to suspected waste, fraud, or abuse:

Send an e-mail to the Scout Executive. at scoutexecutive@sdicbsa.org;

*Submit a report in writing to: Scout Executive,
San Diego – Imperial Council, Boy Scouts of America,
1207 Upas Street, San Diego, CA 92103*

Send an email to the Council President at councilpresident@sdicbsa.org;

*Submit a report in writing to: Council President,
San Diego-Imperial Council, Boy Scouts of America
1207 Upas Street, San Diego, CA 92130.*

Here is what we will do to investigate the report: The Scout Executive and an appropriate member of the Executive Committee of the Board of Directors shall:

- Interview the individual making the allegation or inquiry;
- Interview the staff member or volunteer’s immediate supervisor, peers, and relevant others;
- Review records to determine the existence of waste, fraud, or abuse, or the merits of any other allegation or inquiry;

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

- Provide the person filing a report or inquiry with a summary of our findings;
- Take steps to address issues found to be valid during the course of the investigation, including making operational or personnel changes, if appropriate.
- If warranted, contact law enforcement to address with any criminal activities.

Adopted on July 15, 2009