



Whistleblower Protection Policy

Dec 23

The Whistleblower Protection Policy is being implemented at the Boys and Girls Club of Aberdeen Area 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 publicly traded ones.

At the Boys and Girls Club of Aberdeen Area, any staff member or volunteer who reports waste, fraud, or abuse, the individual making the report will not be fired or otherwise retaliated against for making the report.

The report will be confidentially 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 firing, 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:

- Call the Club at 605-225-8714.
- Send an email to bgca@midconetwork.com.
- Submit a report in writing to the Executive Director, 1121 1st Ave. SE, Aberdeen, SD 57401

Here is what we will do to investigate the report:

- The Executive Director will conduct a formal investigation.
- If the Executive Director is involved with the incident, the President of the Board will conduct the investigation
- Findings of the investigation will be reported to the Executive Committee immediately and to the rest of the Board members at the next Board meeting.

Here is how we will 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.