

REVOLUTIONARY TRAILS COUNCIL, BOY SCOUTS OF AMERICA
WHISTLE BLOWER PROTECTION POLICY

he Revolutionary Trails Council (RTC), Boy Scouts of America is committed to protecting employees, volunteers and interested parties from interference with making a protected disclosure or retaliation for having made a protected disclosure. This policy is being implemented by RTC, to comply with the Public Company Accounting Reform and Investor Protection Act of 2002 (Sarbanes-Oxley). Any person who has the responsibility to make a protected disclosure of waste, fraud, or abuse during any RTC activity may do so without the fear of being terminated or otherwise retaliated against for making a protected disclosure.

The protected disclosure will be investigated and even if determined not to be waste, fraud, or abuse, the individual making the protected disclosure 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. It is the intention of the RTC to take whatever action may be needed to prevent and correct activities that violate this policy.

To make a protected disclosure of suspected waste, fraud, or abuse by a volunteer, interested party or employee of RTC from any retaliation the RTC Point of Contact (POC) is the Vice President of Administration or his/her designee . The following are the protected methods of contact:

By Phone. Leave a phone message at 315-XXX- XXXX. This is a password protected number and messages can only be retrieved by the POC. A voice report must have a number that can be called for further information or clarification before subsequent actions can be taken

By US Mail. By using the following address only the POC will open this correspondence.

Attn: Vice President of Administration, Revolutionary Trails Council, 1401 Genesee Street, Utica, NY 13501-4302

By Email. Send an Email to; nnn@NNNN.org. This is a password protected Email that can only be read by the POC.

Each report should be made in writing with a point of contact so that a response can be provided. The above protected methods of reporting may not be checked daily but will be checked each week.

- The first response to a report will be a tracking number assigned to the report.
- A second response will be made within 72 hours identifying the person(s) responsible for conducting the investigation
- A summary analysis from this initial investigation will be made within 10 business days.
- A final report will be made within 30 days on the actions taken in response to the report.

At any time during the report investigation the person filing the report may be asked for additional information or to clarify specific details to make the investigation more accurate.

Adopted on September 17, 2009