

WSHC Whistleblower Policy

General

The Wisconsin State Horse Council's Code of Conduct requires Directors and officers to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As representatives of the Wisconsin State Horse Council (WSHC), we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

Reporting Responsibility

It is the responsibility of all Directors and officers to comply with the Code of Conduct (Code) and to report violations or suspected violations in accordance with this Whistleblower Policy.

No Retaliation

No Director or officer who in good faith reports a violation of the Code shall suffer harassment, retaliation or an adverse consequence. A Director or officer who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of their position as director or officer.

Reporting Violations

The Code addresses the organization's open door policy. The Executive Board has the exclusive responsibility to investigate all reported violations. When you are not satisfied or are uncomfortable with following the Organization's open door policy, individuals should contact the Organization's President.

Executive Board

The WSHC Executive Board is responsible for investigating and resolving all reported complaints and allegations concerning violations of the Code and shall advise the Board of Directors and/or the Finance Committee. The Executive Board has direct access to the Finance Committee and is required to report to the Finance Committee at least annually on compliance activity.

Accounting and Auditing Matters

The Finance Committee of the organization shall address all reported concerns or complaints regarding corporate accounting practices, internal controls or auditing.

The Executive Board shall immediately notify the Finance Committee of any such complaints and work with the Finance Committee until the matter is resolved.

Acting in Good Faith

Just as violations of the Code of Conduct have no place within the WSHC, false, malicious allegations can have serious adverse effects. Persons making maliciously false allegations will be subject to appropriate discipline.

Confidentiality

Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

Handling of Reported Violations

The Executive Board will notify the sender and acknowledge receipt of the reported violation or suspected violation within 15 business days. All reports will be promptly investigated and appropriate corrective action will be taken if warranted by the investigation.