

Whistleblower Policy

Organization: Red Mountain Community Social Club

Effective Date: April 7, 2026

Approved by: RMCSB Board

1. Purpose

The purpose of this Whistleblower Policy is to:

Encourage and enable Red Mountain Community Social Club Officers, Directors, Chairpersons, members and other stakeholders to report suspected wrongdoing.

- Ensure that concerns about illegal, unethical, or improper conduct are addressed promptly and thoroughly.
- Protect individuals who make good faith reports from retaliation.

2. Scope

This policy applies to:

- All officers, directors, members, and contractors of Red Mountain Community Social Club (RMCSB).
- Reports concerning violations of law, organizational policies, financial impropriety, fraud, abuse of authority, or other serious misconduct.

3. Reporting Responsibility

- It is the responsibility of all stakeholders to report concerns about violations or suspected violations of law or organizational policy.
- Reports may be made anonymously if desired.

4. Procedures for Reporting

- Concerns should be submitted in writing to the RMCSB President.
- If the concern involves the president, the report should be directed to another officer of the board.
- Reports may also be submitted via confidential email to any Board Member.

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5. Investigation

- All reports will be promptly investigated. The President or Vice-President will lead the investigation or appoint another Board Member to lead the investigation.
- The investigator will maintain confidentiality to the extent possible, consistent with the need to conduct a thorough investigation.
- Findings will be reported to the Board, which will determine appropriate corrective action.

6. No Retaliation

- No individual who makes a good faith report shall suffer harassment or retaliation.
- Anyone who retaliates against a whistleblower will be subject to disciplinary action, up to and including removal from their position and or loss of membership.

7. Acting in Good Faith

- Reports must be made in good faith and with reasonable grounds for believing the information disclosed indicates wrongdoing.
- Any allegations proven to be malicious or knowingly false will be viewed as a serious disciplinary offense.

8. Confidentiality

- Reports will be handled confidentially to the extent possible.
- Disclosure of the identity of the whistleblower will be limited to those who need to know in order to investigate and resolve the matter.

9. Oversight

- The RMCSB Board shall oversee the implementation of this policy.
- The Board will review all whistleblower reports and ensure appropriate resolutions.

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10. Distribution

- This policy will be available to all RMCSC members.
- It will be posted on the organization's website.

11. Policy Review

Policies and procedures are reviewed and revised at the direction of the Board President as needed or to align with changes in the law or changes in organizational practices.