

Saugerties Animal Welfare Fund Whistleblower Policy

Saugerties Animal Welfare Fund is committed to operating in furtherance of its tax-exempt purposes and in compliance with all applicable laws, rules and regulations, including those concerning accounting and auditing and prohibits fraudulent practices by any of its board members, officers, employees, or volunteers. This policy applies to any matter which is related to Saugerties Animal Welfare Fund business and does not relate to private acts of an individual not connected to the business of Saugerties Animal Welfare Fund.

If an employee has a reasonable belief that an employee or Saugerties Animal Welfare Fund has engaged in any action that violates any applicable law, or regulation, including those concerning account and auditing, or constitutes a fraudulent practice, the employee is expected to immediately report such information to the President of the Saugerties Animal Welfare Fund. If the employee does not feel comfortable reporting the information to the Executive Director, he or she is expected to report the information to the Vice President or any other officer of the Saugerties Animal Welfare Fund.

All reports will be followed up promptly, and an investigation conducted. In conducting its investigations, the Saugerties Animal Welfare Fund will strive to keep the identity of the complaining individual as confident as possible, while conducting an adequate review and investigation.

The Saugerties Animal Welfare will not retaliate against a member/employee in the terms and conditions of membership/employment because that member/employee: (a) reports to a supervisor, the executive director, the Board of Director or to a federal, state or local agency what the employee believes in good faith to be a violation of the law; or (b) participates in good faith in any resulting investigation or proceeding, or © exercises his or her rights under any state or federal law(s) or regulation(s) to pursue a claim or take legal action to protect the employee's rights.

The Saugerties Animal Welfare Fund may take disciplinary action (up to and including termination) against an employee who in management's assessment has engaged in retaliatory conduct in violation of this policy.

[In addition, the Saugerties Animal Welfare Fund will not, with the intent to retaliate, take any action harmful to any member/employee who has provided to law enforcement personnel or a court truthful information relating to the commission or possible commission by the Saugerties Animal Welfare Fund or any of its employee of a violation of any applicable law or regulation.]

Supervisors will be trained on this policy and the Saugerties Animal Welfare Fund prohibition against retaliation in accordance with this policy.