

RIVER SIDE RASCALS

POLICY GOVERNING WHISTLEBLOWER PROTECTION

The Board of Directors of RIVER SIDE RASCALS adopts the following Policy to strengthen its existing policies and procedures, maintain and exemplify “best practices,” and comply with applicable laws and regulations.

1. RIVER SIDE RASCALS encourages any staff member or volunteer to bring instances of improper conduct, such as waste, fraud, financial impropriety or abuse, to the attention of a responsible person who can be counted upon to investigate the problem promptly and fairly.
2. Any staff member or volunteer of RIVER SIDE RASCALS who reports waste, fraud, financial impropriety, or abuse will not be fired or otherwise retaliated against for making the report.
3. There are several ways to make a confidential - and anonymous if so desired - report of suspected waste, fraud, or abuse:
 - a) Send a written report to: Locked Drop box
 - Board President, Aran Anderson
 - b) Send an email to:
 - Board President, President@riversiderascals.org
 - c) Grievance form on riversiderascals.org
 - d) Personal meeting with either Aran Anderson or complete Board of Director's.
4. The report shall be taken seriously and investigated. The person or persons charged with alleged impropriety shall be allowed to respond to the allegations in person or writing. Even if the matter is not considered improper conduct, the person making the report will not be retaliated against. That person shall not be subject to any punishment – including firing, demotion, suspension, reprimand, harassment, failure to consider the employee for promotion, or any other kind of discrimination – in retaliation for making the report.
5. Following the investigation, RIVER SIDE RASCALS will:
 - a) Provide the person filing a report with a summary of the findings;
 - b) Take appropriate steps to deal with the issue addressed, including making operational or personnel changes or justify why corrections are not necessary;
 - c) If warranted, contact law enforcement to deal with any suspected criminal activities.
6. The Board Secretary will maintain confidential records of all actions taken under this Policy.
7. The Board of Directors has the responsibility for oversight of compliance with this Policy.

River Side Rascals
director@riversiderascals.org
(605) 234-2000

Policy approved by the Board of Directors on April 13th, 2026.