

Scouting America



Theodore Roosevelt Council

WHISTLEBLOWER POLICY

The Executive Board of the Theodore Roosevelt Council, Scouting America (the “Council”) has adopted the following policy and procedures for: (i) the receipt, retention, and treatment of reports made to the Council in accordance with this policy and (ii) the confidential reporting by the Executive Board members, officers, employees, volunteers, and parents of the Council regarding any action or suspected action that is illegal, fraudulent, constitutes abuse or is in violation of any adopted policy, rule, regulation, procedure or provision of the by-laws of the Council or Scouting America (a “violation”).

Reporting

All members of the Executive Board, officers, employees, volunteers of the Council, and parents are encouraged to report any action or suspected action that is illegal, fraudulent, constitutes abuse, or is in violation of any adopted policy, rule, regulation, procedure, or provision of the by-laws of the Council or the Scouting America.

All reports should contain as much detail and specific information concerning any action or suspected action including the nature of the action, names, locations, dates, and times as possible.

There are several ways to make a report of violation of this policy confidentially in writing or by email:

- 1) Christopher Coscia, Scout Executive
Theodore Roosevelt Council, Scouting America
544 Broadway
Massapequa, NY 11758
Chris.coscia@scouting.org
- 2) Gerald Kaiser, Esq.
Attn: Associate General Counsel
544 Broadway
Massapequa, NY 11758
Gkaiser2009@gmail.com

- 3) If you think any of Scouting America's Youth Protection policies have been violated, including those described within Scouting's Barriers to Abuse, you must notify your local council Scout executive or his/her designee so appropriate action can be taken for the safety of our Scouts; if he/she cannot be reached call the 24/7 Scouts First Helpline at 1-844-726-8871 or email, scoutsfirst@scouting.org.

If the General Counsel, Associate General Counsel, or other designated administrator of this policy is the subject of the report, the report should be made to the Scout Executive. If the Scout Executive is the subject of the report, the report should be made to the General Counsel, Associate General Counsel, or other designated administrator of this policy.

All reports will be investigated promptly, thoroughly, and in as confidential a manner as possible. At the conclusion of the investigation, remedial and or disciplinary actions may be taken, if the reported violation is substantiated.

In addition, the Council may provide the person filing the report with a summary of its findings, depending upon the nature of the violation. The Council will be unable to update the report if the notification is obtained from an anonymous source.

Council may take a variety of steps to address a violation, including making operational or personnel changes. If warranted, the Council may contact law enforcement to deal with any potential criminal activities.

The Executive Board may from time to time designate an alternate or different administrator of this policy. In that case, notice will be provided as below.

Acting in Good Faith

Anyone making a report of any action or suspected action that is illegal, fraudulent, constitutes abuse, or is in violation of any adopted policy, rule, regulation, procedure or provision of the by-laws of the Council or of Scouting America must be acting in good faith and have reasonable grounds for believing the action or suspected action constitutes a violation. Any report that proves to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.

Confidentiality

The Council will treat all communications under this policy in as confidential a manner as possible, except to the extent necessary (1) to conduct a complete and fair investigation, (2) for reviews of the report of violation by attorneys retained by Council, accountants, external consultants and/or the National Council, or (3) to comply with applicable law, regulation, or legal process (including but not limited to discovery requests and/or subpoenas).

Non-Retaliation

No member of the Executive Board, officer, employee, volunteer of the Council or parent who in good faith reports a suspected violation pursuant to this policy, even if the report is mistaken, or who assists in its investigation shall suffer intimidation, harassment, discrimination, other retaliation, or in the case of employees adverse employment consequences. Retaliation in any form against these individuals will not be tolerated. Any act of retaliation should be reported immediately and will be dealt with appropriately.

Retention

The Council will maintain a record of all reports of suspected violations, tracking their receipt, investigation, and resolution, and shall prepare a periodic summary report thereof for the Executive Committee. Copies of reports of suspected violations and such records will be maintained in accordance with the Council's document retention policy.

Distribution of Policy

A copy of this policy will be distributed to all members of the Executive Board, officers, employees, volunteers, and parents.