



Frontiersman Performing Arts, Inc. WHISTLEBLOWER & ANTI RETALIATION POLICY

This Whistleblower and Anti-Retaliation Policy of Frontiersman Performing Arts, Inc., and all of their sponsored ensembles: (1) encourages staff, volunteers, and performing members to come forward with credible information on Prohibited Practices or Violations of Law; (2) specifies that Frontiersman Performing Arts, Inc. will protect the person from retaliation; and (3) identifies where such information can be reported.

- 1. Encouragement of reporting.** Frontiersman Performing Arts, Inc. encourages complaints, reports or inquiries about Prohibited Practices or Violations of Law, including illegal or improper conduct by Frontiersman Performing Arts, Inc. itself, by its leadership, or by others on its behalf. For purposes of this policy, “Violations of Law” means a violation of any state, federal, or local law that Frontiersman Performing Arts, Inc. has the authority to correct and the reporting staff member, volunteer, or member reasonably believes to be: (i) a criminal offense that is likely to cause an imminent risk of physical harm to persons, (ii) a hazard to public health or safety, or (iii) a felony. For purposes of this policy, “Prohibited Practices” means conduct that a reporting staff member, volunteer, or member reasonably believes to be a serious violation of the policies and practices established by Frontiersman Performing Arts, Inc. and that would financially or detrimentally impact the organization, such as incorrect financial reporting, financial improprieties, accounting or audit matters, or detrimentally impact the reputation of Frontiersman Performing Arts, Inc., such as ethical violations, fraudulent conduct, or other similar improper practices or policies.
- 2. Protection from retaliation.** Frontiersman Performing Arts, Inc. prohibits by or on behalf of Frontiersman Performing Arts, Inc. against staff, volunteers, or performing members for making good faith complaints, reports or inquiries under this policy or for participating in a review or investigation under this policy. This includes retaliation in the form of an adverse employment action such as termination, decrease in compensation, or the threat of physical harm. Every effort will be made to protect the confidentiality of the staff member, volunteer, or performing member making the report. However, a reporting individual’s identity may have to be disclosed to conduct a thorough investigation, to comply with the law, and to provide accused individuals their legal rights of defense.

This protection extends to those whose allegations are made in good faith but prove to be mistaken. Frontiersman Performing Arts, Inc. reserves the right to discipline persons who make bad faith, knowingly false, or vexatious complaints, reports or inquiries or who otherwise abuse this policy. Any staff member, volunteer, or performing member who makes a report under this policy who believes he or she is being retaliated against must immediately contact the sponsored ensembles executive director, or President of the Board of Directors.; if both of those persons are implicated in the

complaint, report or inquiry, it should be directed to any member of the Board of Directors not so implicated.

- 3. Where to report.** Complaints, reports or inquiries may be made under this policy on a confidential or anonymous basis. They should describe in detail the specific facts demonstrating the bases for the complaints, reports or inquiries. They should be directed to the executive director of the sponsored ensemble or the President of the Board of Directors.; if both of those persons are implicated in the complaint, report or inquiry, it should be directed to any member of the Board of Directors not so implicated. Frontiersman Performing Arts, Inc. will conduct a prompt, discreet, and objective review or investigation. Staff, volunteers, and performing members must recognize that Frontiersman Performing Arts, Inc. may be unable to fully evaluate a vague or general complaint, report or inquiry that is made anonymously.
- 4. Handling of Reported Violations.** The Executive Director will notify the sender and acknowledge receipt of the reported violation or suspected violation within five business days. All reports will be promptly investigated and appropriate corrective action will be taken if warranted by the investigation. The audit committee of the Board of Directors shall address all reported concerns or complaints regarding corporate accounting practices, internal controls or auditing, or any other complaint brought forth pursuant to this policy. The Executive Director shall immediately notify the audit committee of any such complaint and work with the committee until the matter is resolved.

ACKNOWLEDGEMENT OF RECEIPT OF WHISTLEBLOWER & ANTI-RETALIATION POLICY

I, (print name) _____, acknowledge that I have received and read Frontiersman Performing Arts, Inc. Whistleblower & Anti-Retaliation Policy immediately preceding my signature below. I understand that I am bound to follow the policy and understand the consequences if I fail to do so.

Signature

Date

Parent/Guardian's Signature (if under 18)

Date