



White Sabers

DRUM AND BUGLE CORPS

WHISTLEBLOWER PROTECTION POLICY

The White Sabers Drum and Bugle Corps requires directors, administration, employees (also known as staff), support staff and volunteers, and members to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees or representatives of The White Sabers, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

Reporting Responsibility

This Whistleblower Policy is intended to encourage and enable members, employees, and others to raise serious concerns so that The White Sabers can address and correct inappropriate conduct and actions. It is the responsibility of all to report concerns about violations of The White Sabers' code of ethics or suspected violations of law or regulations that govern The White Sabers' operations.

No Retaliation

It is contrary to the values of The White Sabers for anyone to retaliate against any member, board member, officer, employee, or volunteer who in good faith reports an ethics violation, or a suspected violation of law, such as a complaint of discrimination, sexual/discriminative behavior, or suspected violation of any regulation governing the operations of The White Sabers. An employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment.

Reporting Procedure



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You can report concerns directly and anonymously through a form is available on www.whitesabers.org in order to report incidents. You have the option to include an email address for follow-up while still reporting anonymously.

While The White Sabers has an open-door policy in which members are encouraged to share their questions, concerns, suggestions, or complaints with their Caption Head or Director, we want them to feel comfortable in the event a stressful situation should arise.

Administration, Caption Heads, Staff, and volunteers as well are required to report complaints or concerns about suspected ethical and legal violations in writing via the website form or directly to thewhitesabers@gmail.com

Acting in Good Faith

Anyone filing a written complaint concerning a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense and expulsion.

Confidentiality Violations or suspected violations may be submitted on a confidential basis by the complainant. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

Policy approved by the Administration on 07.15.2022