

Whistleblower Policy

Avon Grove Music Boosters Association

General

The AVON GROVE MUSIC BOOSTERS ASSOCIATION's or AGIMBA's Code of Conduct (hereinafter referred to as the Code) requires directors and volunteers to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. Representatives of the organization must practice honesty and integrity in fulfilling their responsibilities and comply with all applicable laws and regulations. The objectives of the AVON GROVE MUSIC BOOSTERS ASSOCIATION's Whistleblower Policy are to establish policies and procedures for:

- The submission of concerns regarding questionable accounting or auditing matters, illegal practices or other violations of adopted policies of the organization by directors, officers, and other stakeholders of the organization, on a confidential and anonymous basis.
- The receipt, retention, and treatment of complaints received by the organization regarding accounting, internal controls, or auditing matters, illegal practices or other violations of adopted policies.
- The protection of directors and volunteers reporting concerns from retaliatory actions.

Reporting Responsibility

Each director and volunteer of AVON GROVE MUSIC BOOSTERS ASSOCIATION has an obligation to report in accordance with this Whistleblower Policy (a) questionable or improper accounting or auditing matters, (b) other illegal practices and (c) violations and suspected violations of AVON GROVE MUSIC BOOSTERS ASSOCIATION Organization's By-Laws.

Authority of Committees

All reported concerns will be forwarded to the president (or if she or he is the one involved, then to the vice-president), who shall bring the matter to the attention of the executive board. The executive board shall be responsible for investigating and making appropriate recommendations with respect to all reported concerns.

No Retaliation

This Whistleblower Policy is intended to encourage and enable directors and volunteers to raise concerns within AGIMBA for investigation and appropriate action. With this goal in mind, no director or volunteer who, in good faith, reports a concern shall be subject to retaliation. Moreover, a volunteer who retaliates against someone who has reported a concern in good faith is subject to discipline up to and including dismissal from the volunteer position.

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Reporting Concerns

Directors and Other Volunteers

Directors and other volunteers should submit concerns in writing or by e-mail directly to the president of AGIMBA or to the Vice-president if the President is involved. Contact information for the president may be obtained from AGIMBA's webpage:

www.agimba.org.

Handling of Reported Violations

The president will immediately notify the executive board and the music directors and the executive board shall address all reported concerns. The president will notify the sender and acknowledge receipt of the concern within five business days, if possible. It will not be possible to acknowledge receipt of anonymously submitted concerns.