

Ruritan National Whistleblower Protection Policy

Ruritan National (Ruritan) is committed to maintaining the highest standards of integrity and ethical behavior. All directors, officers, members, and paid personnel are expected to act honestly, responsibly, and in compliance with applicable laws and regulations. This Whistleblower Protection Policy is designed to create a safe and respectful space for reporting concerns, knowing they will be taken seriously and without fear of retaliation.

Anyone associated with Ruritan who reasonably believes that a policy, practice, or activity is in violation of the law or our core ethical standards is strongly encouraged to promptly report the incident to a member of your Governing Body¹. If the concern is serious, especially sensitive, or involves someone within the chain of command, you are encouraged to promptly report the incident to another member of your Governing Body¹, up to or including the Executive Director or the President of the Board.

In cases where the complaint involves the Executive Director, it should bypass that office entirely and be sent directly to the Board President or a designated member of the Executive Committee. This ensures that concerns are handled fairly and without conflict of interest.

Ruritan will not retaliate against any individual who, in good faith, brings forward a concern, asks a question, or files a complaint. Retaliation in any form is strictly prohibited and will result in appropriate disciplinary action, up to and including removal from office or termination. We deeply value openness and honesty, and this policy exists to make sure everyone feels safe contributing to that culture.

Ruritan supports an open-door environment where individuals are encouraged to share their questions, ideas, and concerns with someone they trust. Ideally, that person is directly involved in the matter, but if not, or if member/members are not comfortable, the member/members are welcome to speak with another leader in the organization. Ruritan wants people to feel heard, not dismissed.

Concerns will be handled with care, discretion, and confidentiality to the extent possible. Most investigations will be managed by the Executive Director, unless they are directly involved, in which case the Board President or Executive Committee will step in. If the concern relates to financial practices or internal controls, the Budget and Finance Committee of the Board will be notified and involved as needed.

¹Governing Body – Any officer or director at any level of leadership, inclusive of the Executive Director, as applicable.

To be protected under this policy, concerns must be raised in good faith and based on a reasonable belief that wrongdoing has occurred. While we take every concern seriously, knowingly false or malicious claims are themselves a violation of our ethical standards and may result in disciplinary action.

Ruritan remains committed to listening, learning, and taking meaningful action when needed. Together, we can continue to build a strong, honest, and trusted organization—one that upholds the values we all share and serve.