National Catholic Committee on Scouting

Whistle Blower Policy

Introduction

The National Catholic Committee on Scouting (NCCS) is committed to maintaining the highest standards of integrity, ethical conduct, and transparency. This Whistle Blower Policy is designed to encourage and enable members, volunteers, staff, and other stakeholders to report concerns regarding suspected misconduct, violations of law or policy, or unethical behavior within the organization, without fear of retaliation.

Commented [RL1]: Strength: Establishes commitment to integrity and transparency. Suggestion: Add reference to legal protections (e.g., name organization for nonprofits) for credibility.

Purpose

The purpose of this policy is to provide a clear process for reporting concerns and to ensure that all reports are treated seriously, investigated promptly, and resolved appropriately. The policy also aims to protect those who make good faith reports from any form of retaliation.

Scope

This policy applies to all members, volunteers, employees, officers, and agents of the NCCS. It covers concerns related to financial impropriety, violations of laws or regulations, abuse or misconduct, breaches of organizational policies, and other unethical or inappropriate behavior.

Reporting Procedure

- Who Can Report:
  - Any member, volunteer, employee, or stakeholder who becomes aware of a possible violation may report their concerns.
- How to Report:
  - Reports can be made in writing, via email, or through a designated online portal (if available). Reports should be directed to the NCCS Legal Advisor which is location on the NCCS website/Leadership/Executive Board/ “Legal Advisor.”
- Content of Report:
  - Include as much detail as possible, such as the nature of the concern, names of individuals involved, dates, supporting evidence, and any witnesses.

- Confidentiality: The identity of the whistle blower will be kept confidential to the extent possible, consistent with the need to conduct a thorough investigation.

Handling of Reports

All reports will be reviewed promptly by the NCCS Legal Advisor. Investigations will be conducted impartially and thoroughly, and findings will be reported to the NCCS National Chair and National Chaplain. Where necessary, corrective actions will be taken.

Protection Against Retaliation

No individual who, in good faith, reports a concern under this policy shall suffer harassment, retaliation, or adverse employment or volunteer consequences. Any attempt to retaliate against a whistle blower is strictly prohibited and may result in disciplinary action, up to and including termination or removal from NCCS roles.

False Allegations

While NCCS encourages the reporting of legitimate concerns, individuals who knowingly make false accusations may be subject to disciplinary action. However, no action will be taken against anyone who reports a concern in good faith, even if it proves to be unfounded.

Policy Review

This policy will be reviewed every three years by NCCS leadership to ensure its effectiveness and compliance with applicable laws and best practices. Updates will be communicated to all stakeholders.

Contact Information

For questions or to report a concern, please contact:

Vice Chair Finance or Legal Advisor, National Catholic Committee on Scouting

Email: wjenk1542@comcast.net

Mail: National Catholic Committee on Scouting

PO Box 949

Rociada, NM 87742

Conclusion

The NCCS is dedicated to fostering an environment of trust, respect, and accountability. This Whistle Blower Policy is an important part of that commitment, ensuring that concerns are addressed and that those who speak up are protected.