

Whistleblower Policy

General

The Summit County Agricultural Society (SCAS) expects its directors, officers and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees and representative of the SCAS, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

Reporting Responsibility

It is the responsibility of all directors, officers and employees to report violations or suspected violations in accordance with this Whistleblower Policy and the Ohio Revised Code.

Reporting Violations

The Ohio Revised Code addresses the SCAS's open door policy and suggests that employees and others share their questions, concerns; suggestions or complaints with someone who can address them properly. In most cases, the Secretary's in the best position to address an area of concern. However, if you are not comfortable speaking with the Secretary or you are not satisfied with the Secretary's response, you are encouraged to speak with the President and Vice-President of the SCAS who has the specific and exclusive responsibility to investigate all reported violations.

Compliance Officers

The SCAS's President and Vice-President shall serve as the SCAS's Compliance Officers are responsible for investigating and resolving all reported complaints and allegations concerning violations of the Ohio Revised Code and, at their discretion, shall advise the executive board and fairboard.

Acting in Good Faith

Anyone filing a complaint concerning a violation or suspected violation of the Ohio Revised Code must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation of the Code. 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 offense.

Confidentiality

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

Handling of Reported Violations

The Compliance Officers 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.