

**UNITED STATES PONY CLUBS
POLICY STATEMENT**

SUBJECT: WHISTLE BLOWER

EFFECTIVE DATE: 10/28/12

POLICY NO: 0730

REVISED DATE: 10/26/19

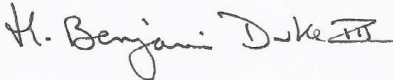
I. POLICY STATEMENT AND PHILOSOPHY:

The United States Pony Clubs, Inc. requires all members, volunteers, associates, officers and leaders at all levels to observe high standards of business and personal ethics and to comply with all applicable laws and regulations in the conduct of their duties and responsibilities on behalf of USPC. It is the policy of the Board of Governors to protect anyone from retaliation who in good faith reports an ethics violation, or a suspected violation of law, or suspected violation of any regulation governing the operations of USPC. Anyone who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination. The purpose of this policy is to encourage at all levels, an open door, transparency, and the sharing of concerns, suggestions, or complaints with the appropriate supervisor.

II. DELEGATION OF AUTHORITY:

- A. The President shall have the overall responsibility for enforcing this policy.
- B. The President on behalf of the Board of Governors and the Executive Director have oversight of this policy.

III. ENACTMENT:

Established:  Date: 10/26/19

(Signature of Board President)

Printed Name of Board President: H. Benjamin Duke III