



UCWDC® WHISTLEBLOWER POLICY

Version 1.0

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August 9, 2022	Noelle Linch	P & P Committee	General Council	

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1. INTRODUCTION

The United Country Western Dance Council® is an international organization which promotes country western dance by producing festivals and competitions across the world. We host the annual Country Dance World Championships® for couples and line dancers and we advocate country dancing as a social activity for people of all ages and abilities.

1.1 Purpose

The United Country Western Dance Council (UCWDC) is registered in the state of Pennsylvania as a 501(c)(3) Nonprofit Public Organization requires directors and officers to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As elected officials and representatives of the UCWDC, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws, Policies, Procedures and Bylaws.

1.2 Statement

The United Country Western Dance Council (UCWDC) will not discriminate on the basis of race, creed, color or national origin, religion, physical or mental disability, age, citizenship, family care status, gender identity, transgender status, sex, sexual preferences, sexual orientation, military or veteran status, genetic information, or any other legally protected characteristic.

2. REPORTING RESPONSIBILITY

This Whistleblower Policy is intended to encourage and enable Directors, officers, volunteers, and Associate Members to raise serious concerns internally so that the UCWDC can address and correct inappropriate conduct and actions. It is the responsibility of all Directors, officers, volunteers, and Associate Members to report concerns about violations of the UCWDC's Bylaws, Policies and Procedures or suspected violations of law or regulations that govern the UCWDC's operations.

3. NO RETALIATION

It is contrary to the values of the UCWDC for anyone to retaliate against any board member, officer, director, volunteer, or associate member who in good faith reports an ethics violation, or a suspected violation of law, such as a complaint of discrimination, or suspected fraud, or suspected violation of any regulation governing the operations of the UCWDC. Any representative who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of membership and/or loss of sanctioned event status.

4. REPORTING PROCEDURE

See "UCWDC Ethics Complaint Process" for reporting suspected violations.

5. ACCOUNTING AND AUDITING MATTERS

The UCWDC's Ethics Committee Chairperson shall immediately notify the Financial Oversight Committee of any concerns or compliance regarding corporate accounting practices, internal controls or auditing and work with the committee until the matter is resolved.



6. ACTING IN GOOD FAITH

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

7. CONFIDENTIALITY

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

END OF POLICY