

RAM Whistleblower Policy

Rhinebeck Aerodrome Museum staff and volunteers have the right to raise concerns regarding suspected violations of laws or corporate policies. No trustee, officer, employee, or volunteer who in good faith reports any action or suspected action taken by or within the corporation that is illegal, fraudulent, or in violation of legally required policies of the corporation (whistleblower), shall suffer intimidation, harassment, discrimination, or other retaliation or, in the case of employees, adverse employment consequence. Any RAM trustee, officer, employee, or volunteer who intimidates, harasses, discriminates, or otherwise retaliates against a whistleblower may be dismissed from RAM by vote of the Board of Trustees.

Suspected violations of laws or corporate policies should be reported to the Office Manager and Coordinator via phone (845.752.3201), in person, via email (whistleblower@oldrhinebeck.org), anonymously via phone (845.752.3201), *or to any Independent Trustee, via personal contact, phone or e-mail.*

Suspected violations will be investigated by a Committee of the Board.

A Committee of the Board is required to report on the policy, its implementation, and the general type and resolution of whistleblower complaints to the Board of Trustees.

A copy of this policy must be given to all officers, employees, trustees, and volunteers.