

## **Greater Shelby Kennel Club Policy on Whistleblowers**

Greater Shelby Kennel Club (the “Club”) strongly believes in the importance of protecting whistleblowers, who make good faith allegations of misconduct to members of the Board of Directors or appropriate authorities. In particular, the Club is committed to protecting good faith whistleblowers from retaliation.

Specifically, whistleblowers are free to disclose lawfully whatever information supports a reasonable belief of misconduct prejudicial to the best interests of the Club or the American Kennel Club. The Club will not tolerate or engage in retaliation against good-faith whistleblowers. The Club will provide fair and objective procedures for examining and resolving complaints, disputes, and allegations of misconduct, according to Article VI of the Bylaws. The Club will follow its procedures in a manner that is not tainted by partiality arising from personal conflict of interest or other sources of bias. The Club will elicit and evaluate fully and objectively information about concerns raised by a whistleblower. The Club will handle cases involving alleged misconduct as expeditiously as possible without compromising responsible resolutions in accordance with the provisions of Article VI of the Bylaws. At the conclusion of proceedings, the Club will credit promptly, in public or private as appropriate, those whose allegations are substantiated.

An individual, who makes an allegation not in good faith, will be subject to discipline, in accordance with Article VI of the Bylaws.

**"Good faith allegation"** means an allegation of misconduct made with a belief in the truth of the allegation, which a reasonable person in the whistleblower's position could hold based upon the facts. An allegation is not in good faith if made with reckless disregard for or willful ignorance of facts that would disprove the allegation.