



## Whistleblower Protection Policy

The whistleblower protection policy is being implemented for the Northern Lights Council, Boy Scouts of America to comply with the Public Company Accounting Reform and Investor Protection Act of 2002 (SarbanesOxley). This provision in the legislation applies to all organizations, not just those that operate for profit.

An employee or volunteer of the Northern Lights Council, Boy Scouts of America, who reports waste, fraud, or abuse will not be terminated or otherwise retaliated against for making the report.

The report will be investigated and even if determined not to be waste, fraud or abuse, the individual making the report will not be retaliated against. There will be no punishment for reporting problems – including termination of employment, demotion, suspension, harassment, failure to consider the employee for promotion, or any other kind of discrimination.

There are several ways to make a report of suspected waste, fraud, or abuse: Call the anonymous hotline at 701-499-0640, or send an email to [roger.hoyt@scouting.org](mailto:roger.hoyt@scouting.org), or send an email to Council President, David Sprynczynatyk at [dspry@thesprys.net](mailto:dspry@thesprys.net) or submit a report in writing to:

Northern Lights Council, BSA  
Attn: Scout Executive  
4200 19th Avenue South Fargo, ND 58103-7207

Here is what we will do to investigate the report: The Scout Executive will conduct an interview with the reporting party to determine specific facts regarding the report of suspected waste, fraud or abuse. The Scout Executive or his designee will follow-up with an investigation of any and all parties named in the report to determine if and misuse or abuse of council resources has taken place.

Here is how we follow up to report on our findings: The Council will provide the person filing a report with a summary of our findings. The Council will take steps to deal with the issue addressed, including making operational or personnel changes. If warranted, we will contact law enforcement to deal with any criminal activities.