

Whistleblower Protection Policy

Alliance of Crop, Soil and Environment Science Societies

The Alliance of Crop, Soil and Environmental Science Societies (ACSESS) requires Board of Directors, officers and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees and representatives of ACSESS, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

Reporting Responsibility

This Whistleblower Policy is intended to encourage and enable employees and others to raise serious concerns internally so that ACSESS can address and correct inappropriate conduct and actions. It is the responsibility of all board members, officers, employees and volunteers to report concerns about violations of ACSESS' code of ethics or suspected violations of law or regulations that govern ACSESS' operations.

No Retaliation

It is contrary to the values of ACSESS for anyone to retaliate against any board member, officer, employee or volunteer 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 ACSESS. An employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment.

Reporting Procedure

ACSESS has an open door policy and suggests that employees share their questions, concerns, suggestions or complaints with their supervisor. If you are not comfortable speaking with your supervisor or you are not satisfied with your supervisor's response, you are encouraged to speak with others in authority within ACSESS such as the Chief Executive Officer (CEO), the Chief Financial Officer (CFO), the Chair of the Board of Directors or a Board Member. Supervisors and managers are required to report complaints or concerns about suspected ethical and legal violations in writing to the ACSESS' Whistleblower Compliance Officer (or the Chair of the Board of Directors in the case that the Compliance Officer is the target of the complaint), who has the responsibility to investigate all reported complaints.

Compliance Officer

ACSESS' CFO is responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. The CFO will advise the CEO and the Chair of the ACSESS Board of Directors of all complaints and their resolution and will report at least annually to the Board of Directors on compliance activity relating to accounting or alleged financial improprieties.

Accounting and Auditing Matters

The ACSESS' CFO shall immediately notify the Chair of the Board of Directors and the CEO of any concerns or complaints regarding corporate accounting practices, internal controls or auditing; and will work with these individuals until the matter is resolved.

Acting in Good Faith

Anyone filing a formal (written or verbal) 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.

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 to the extent possible, consistent with the need to conduct an adequate investigation.

Handling of Reported Violations

The ACSESS Compliance Officer will notify the person who submitted a complaint and acknowledge receipt of the reported violation or suspected violation. All reports will be promptly investigated and appropriate corrective action will be taken if warranted by the investigation.

Compliance Officer

Wes Meixelsperger, Chief Financial Officer

Email: wm@sciencesocieties.org

Phone: 608-268-4958

Policy approved by the ACSESS Board of Directors on May 26, 2011.