



CEHS WHISTLEBLOWER POLICY

General

The Central European History Society (hereafter the “Society”) is committed to operating in furtherance of its tax-exempt purposes and in compliance with all applicable laws, rules, and regulations, including those concerning accounting and auditing. It is expected that the Society’s Officers, Board members, Employees, and Volunteers observe high standards of business and personal ethics in the conduct of their duties and responsibilities. This policy outlines a procedure for reporting actions that violate or are suspected to violate a law, rule, or regulation to which the Society is subject, including its own bylaws.

Reporting Responsibility

It is the responsibility of all Officers, Board members, Employees, and Volunteers to report violations or suspected violations in accordance with this Whistleblower Policy.

No Retaliation

No Officer, Board member, Employee, Volunteer, or Member who in good faith reports a violation of the law or the Society’s policies shall suffer harassment, retaliation, or adverse employment consequence.

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.

This Whistleblower Policy is intended to encourage and enable employees and others to raise serious concerns within the Society prior to seeking resolution outside the Society.

Reporting Violations

Directors, officers, employees, volunteers, and members should share their questions, concerns, suggestions or complaints with someone who can address them properly. In most cases, employees, volunteers, and members should report to the Society’s Executive Director.

However, if an employee, volunteer, or member is not comfortable speaking with the Executive Director or is not satisfied with the response, that person is encouraged to report to the Society’s President or another member of the Executive Board.

Acting in Good Faith

Any good faith report, concern, or complaint is fully protected by this policy, even if the report, question or concern is, after investigation, not substantiated. Anyone filing a 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 of the law or the Society’s policies. Any

allegations that prove not to be substantiated and have been made maliciously or with knowledge that they were false will be treated as a serious disciplinary offense.

Confidentiality

Violations or suspected violations may be submitted on a confidential basis by the complainant or may be submitted anonymously. 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

All reports will be promptly investigated, and appropriate corrective action will be taken if warranted by the investigation. The complainant will be informed that follow-up has or is occurring within two weeks after the Executive Director, President or board member has received the complaint or report. The full Executive Board shall be informed of all such complaints or reports.

History of the policy:

Adopted by the Executive Board, May 15, 2025.