Society for Cinema & Media Studies
Whistleblower Policy

This Whistleblower Policy of **Society for Cinema & Media Studies,** a Michigan non-profit corporation (the ***"Society"):*** (1) encourages staff and volunteers to come forward with credible information on illegal practices or serious violations of adopted policies of the Society; (2) specifies that the Society will protect the person from retaliation; and (3) identifies where such information can be reported.

1) **Encouragement of Reporting.** The Society encourages complaints, reports or inquiries about illegal practices or serious violations of the Society's policies, including illegal or improper conduct by the Society itself, by its leadership, or by others on its behalf. Appropriate subjects to raise under this policy would include financial improprieties, ethical violations, or other similar illegal or improper practices or policies. Other subjects include matters of alleged discrimination or harassment.

2) **Protection from Retaliation.** The Society prohibits retaliation by or on behalf of the Society against staff or volunteers for making good faith complaints, reports or inquiries under this policy or for participating in a review or investigation under this policy. This protection extends to those whose allegations are made in good faith but prove to be mistaken. The Society reserves the right to discipline persons who make bad faith, knowingly false, or vexatious complaints, reports or inquiries or who otherwise abuse this policy.

3) **Where to Report.** Complaints, reports or inquiries may be made under this policy on a confidential or anonymous basis. They should describe in detail the specific facts demonstrating the basis of the complaints, reports or inquiries. They should be directed to the Society's Board of Directors. The Society will conduct a prompt, discreet, and objective review or investigation. Staff or volunteers must recognize that the Society may be unable to fully evaluate a vague or general complaint, report, or inquiry that is made anonymously.

4) **Adoption of Policy.** This Whistleblower Policy was adopted by the Board of Directors of the Society pursuant to a Consent Resolution dated October 3, 2015.