

NORTH TONAWANDA HISTORY MUSEUM


WHISTLEBLOWER POLICY

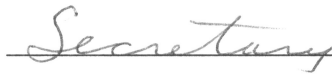
Every trustee, officer or employee of the Corporation, in the performance of their duties shall conduct themselves with honesty and integrity and observe the highest standards of business and personal ethics as set forth in the Code of Ethics of the North Tonawanda History Museum ("the Code").

Each trustee, officer or employee is responsible to report any violation of the Code (whether suspected or known) to the Corporation's Executive Director or President. Reports of violations will be kept confidential to extent possible. No individual, regardless of their position with the Corporation, will be subject to any retaliation for making a good faith claim and, any employee who chooses to retaliate against someone who has reported a violation shall be subject to disciplinary action which may include termination of employment. Regardless, any claim of retaliation will be taken and treated seriously and irrespective of the outcome of the initial complaint, will be treated as a separate offense.

The Executive Director or President is responsible for immediately forwarding any claim to the Corporation's counsel who shall investigate and handle the claim in a timely manner.

Approved by the Board of Trustees: April 1, 2009

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Name

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Title