

Whistleblower Policy

Adopted by the NSPA Board of Directors on 7/24/06; amended 3/8/11 and 1/1/2013; amended 5/1/2015.

General

The National Scholarship Providers Association (NSPA) Code of Ethics requires 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 the NSPA, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

Reporting Responsibility

It is the responsibility of all directors, officers and employees to comply with the Code and to report violations or suspected violations in accordance with this Whistleblower Policy.

No Retaliation

No director, officer or employee who in good faith reports a violation of the Code 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 Organization prior to seeking resolution outside the Organization.

Reporting Violations

To report violations and/or suspected violations to the Code of Ethics, or complaints about accounting practices, internal controls, or auditing contact the Treasurer and Chairwoman of the NSPA Audit and Finance Committee, Jennifer Hazelton, in writing.

Jennifer Hazelton
Chief Financial Officer
Houston Livestock Show and Rodeo
P.O. Box 20070
Houston, TX 77054
Phone : 832-667-1225
Fax : 832-667-1225
hazelton@rodeohouston.com

To report violations and/or suspected violations, in Ms. Hazelton's absence, contact in writing, NSPA Board President, Larry Sparkman at the contact info below:

Larry Sparkman, Ph.D.
Director, Luckyday Foundation Citizen Scholars Program
The University of Southern Mississippi
118 College Drive #5153
Hattiesburg, MS 39406
Phone: 601-266-6879
Fax: 601-266-6759
larry.sparkman@usm.edu

Further, in the absence of Dr. Sparkman, please contact members of the NSPA Board of Directors. See link to NSPA Board of Directors for contact information.

Acting in Good Faith

Anyone filing a complaint concerning a violation or suspected violation of the Code or accounting practices must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation of the Code. 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 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.