



PNAHA, USA HOCKEY

Whistleblower Policy

This **Whistleblower Policy** of the PNAHA (“Pacific Northwest Amateur Hockey Association”), USA Hockey: (1) encourages board members, staff and volunteers to come forward with credible information on illegal practices or serious violations of adopted policies of the PNAHA; (2) specifies that the PNAHA will protect the person from retaliation; and (3) identifies where such information can be reported.

1. **Encouragement of reporting.** The PNAHA encourages complaints, reports or inquiries about illegal practices or serious violations of the PNAHA’s policies, including illegal or improper conduct by the PNAHA itself, by its leadership, or by others on its behalf. Appropriate subjects to raise under this policy would include financial improprieties, accounting or audit matters, ethical violations, or other similar illegal or improper practices or policies. Other subjects on which the PNAHA has existing complaint mechanisms should be addressed under those mechanisms. This policy is not intended to provide a means of appeal from outcomes in those other mechanisms.
2. **Protection from Retaliation.** The PNAHA prohibits retaliation by or on behalf of the PNAHA against board members, 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 PNAHA reserves the right to discipline persons who make bad faith, knowingly false, or vexatious complaints, reports or inquiries or who otherwise abuse this policy.

Insofar as possible, the confidentiality of the whistleblower will be maintained. However, identity may have to be disclosed to conduct a thorough investigation, to comply with the law and to provide accused individuals their legal right of defense.

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 PNAHA President immediately; if this person is implicated in the complaint, report or inquiry, it should be directed to either PNAHA Vice President. The PNAHA will conduct a prompt, discreet, and objective review or investigation. Directors, staff or volunteers must recognize that the PNAHA may be unable to fully evaluate a vague or general complaint, report, or inquiry that is made anonymously.