



Chesapeake Region, USA Volleyball

Whistleblower Policy

As of June 2022

GENERAL

The organization requires directors, officers, and staff to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As representatives of the organization, they must practice honesty and integrity in fulfilling their responsibilities and complying with all applicable laws and regulations. It is the responsibility of all directors, officers, and staff to comply with all policies and procedures of the organization and to report violations or suspected violations in accordance with the Whistleblower Policy.

NO RETALIATION

No director, officer, or staff who in good faith reports a violation of any organization policy or procedure shall suffer harassment, retaliation, or adverse consequences. Staff who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination. This Whistleblower Policy is intended to encourage and enable staff and others to raise serious concerns within the organization prior to seeking resolution outside of the organization.

REPORTING VIOLATIONS

The organization has an open door policy to the directors and management and suggest that staff raise their concerns, questions, suggestions, and complaints with someone who can address them properly. In most cases this will be the Commissioner. However, if you are not comfortable speaking with that person or you are not satisfied with the response received, you are encouraged to speak with the CHRVA Board President.

GOOD FAITH

Anyone filing a complaint concerning a violation or suspected violation must be acting in good faith. Any allegations that prove to be knowingly false will be viewed as a serious disciplinary offense.

CONFIDENTIALITY AND RESOLUTION

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

Such reports shall be kept confidential to the extent consistent with the need to conduct a proper investigation. All reports will be promptly investigated and appropriate corrective action taken. All complaints will be acknowledged.