

## **BHYSC Whistleblower Policy**

### **General**

The Barbers Hill Youth Soccer Club ("BHYSC" or "Organization") Code of Ethics and Conduct ("Code") requires directors, officers, and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As representatives of the Organization, directors, officers, and employees must practice honesty and integrity in fulfilling their 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**

This Policy addresses the Organization's open door policy and suggests that employees share their questions, concerns, suggestions or complaints in writing with someone who can address them properly. In most cases, the BHYSC President is in the best position to address an area of concern. However, if you are not comfortable speaking with the President or you are not satisfied with the President's response, you are encouraged to speak with the Vice President of Operations or the Vice President of Appeals and Discipline. All individuals receiving a written concern or complaint are required to report suspected violations of the Code of Conduct to the Organization's Treasurer, who has specific and exclusive responsibility to investigate all reported violations. For suspected fraud, or when you are not satisfied or uncomfortable with following the Organization's open door policy, individuals should contact the Organization's Treasurer directly.

### **Treasurer**

The Vice President of Appeals & Discipline is responsible for investigating and resolving all reported complaints and allegations concerning violations of the Code and, at the VP discretion, shall advise the BHYSC President. The VP has direct access to the board of directors and is required to report at least annually on compliance activity. The BHYSC Fields Director shall serve as the Organization's Treasurer.

### Accounting and Auditing Matters

The Organization's Treasurer shall address all reported concerns or complaints regarding corporate accounting practices, internal controls or auditing. The Treasurer shall immediately notify the President of any such complaint and work with the Board and appropriate staff.

### Acting in Good Faith

Anyone filing a complaint concerning a violation or suspected violation of the Code 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

The Treasurer will notify the sender and acknowledge receipt of the reported violation or suspected violation within five business days. All reports will be promptly investigated and appropriate corrective action will be taken if warranted by the investigation.

Policy Approved by the BHYSC Board of Directors on 2020.