



# WHISTLEBLOWER POLICY

This Policy and procedures are for employees, independent contractors, volunteers, Board members, Officers and Congress representatives, members of Councils, Committees and Sections, task force and hearing panel members, athletes and members of USA Hockey, and any good faith reporter or other reasonable parties (i.e., witnesses, victims) ("Covered Parties") to be protected under this policy and to identify concerns about actual or suspected violations of:

- i. the Amateur Sports Act;
- ii. the bylaws and policies of the United States Olympic & Paralympic Committee;
- iii. the bylaws, rules & regulations and policies of USA Hockey;
- iv. federal and applicable state law;
- v. USA Hockey's applicable codes of conduct;
- vi. any athlete safety violations as set forth in the USA Hockey Safe Sport Handbook, USOPC athlete safety policies, or the SafeSport Code of the U.S. Center for SafeSport; and
- vii. legal and regulatory requirements regarding financial reporting and disclosure requirements, preparation of financial statements, accounting practices, internal accounting controls, financial audit matters, matters concerning fraud against USA Hockey, or inappropriate use of its resources, including without limitation billing for services not performed or goods not delivered and fraudulent financial reporting.

Any Covered Party is encouraged and has the right to report actual or alleged violations set forth above. Covered Parties are required to report any violations of the applicable codes of conduct. Failure by any employee, volunteer or Board member to report a violation of this Policy may subject such person to discipline. All Adult Participants of USA Hockey (as defined in the USA Hockey Safe Sport Program Handbook located at [www.usahockey.com/safesportprogram](http://www.usahockey.com/safesportprogram)) are required to report all athlete safety violations as required by the USA Hockey Safe Sport Program Handbook and SafeSport Code (nothing in this Policy replaces or changes an individual's obligations under the SafeSport Code).

A whistleblower as defined by this Policy is any Covered Party who reports an activity that he or she considers to be addressed by this Policy. The whistleblower is not responsible for investigating the activity or for determining fault or corrective measures; appropriate officials of USA Hockey are responsible for such actions.

### ***Submitting a Report***

USA Hockey respects the legal rights of Covered Parties to report the type of actual or suspected activity addressed by this Policy directly to government agencies, administrative bodies (e.g. USOPC or US Center for SafeSport) or USA Hockey management personnel. Alternately, the reporting process described below may be followed.

If a Covered Party has knowledge of or a concern regarding activities addressed by this Policy, the individual should contact the Chair of the Ethics Committee, with a copy to the General Counsel, who shall in turn refer applicable matters to the Ethics Committee for review. An individual may also submit a written report anonymously to the Chair of the Ethics Committee and General Counsel; however, that may make investigation more difficult. Reports should be factual and contain as much specific information as possible to allow a proper assessment. This is particularly critical if a report is submitted anonymously.

Reports may be submitted by email to [EthicsChair@usahockey.org](mailto:EthicsChair@usahockey.org), which will be directed to the Ethics Committee. Reports related to athlete safety may be reported to [usahockeysafesport@usahockey.org](mailto:usahockeysafesport@usahockey.org).

Anyone making a report concerning a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates an actual or potential issues addressed by this Policy. Any allegations that prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense and may be reported as such.

### ***Whistleblower Protections – Confidentiality and Anti-Retaliation***

Whistleblower protections cover two important areas – confidentiality and anti-retaliation. To the extent possible, the confidentiality of the whistleblower will be maintained. However, an individual's identity may have to be disclosed to conduct a thorough investigation, to comply with law, or to provide accused individuals their legal rights of defense.

USA Hockey has zero tolerance for retaliation against people who make good faith reports under this Policy or those who cooperate with investigations of those reports. "Retaliation" for the purposes of this Policy, includes, without limitation, any adverse or discriminatory action, or the threat of an adverse or discriminatory action, carried out against an athlete, coach, trainer, manager, administrator, official, employee, board member or officer, member, committee member, task force member, hearing panel member, volunteer, or others associated with USA Hockey as a result of any report, complaint, or other communication reporting misconduct of any kind to USA Hockey, the U.S. Center for SafeSport, the USOPC, the USOPC Office of the Athlete Ombuds, any law enforcement agency or government entity, or employees of these organizations. Examples of adverse or discriminatory actions that would be considered retaliatory include, but are not limited to: removal from a training facility, reduced coaching or training, reduced meals or housing, removal from competition, an adverse employment action such as termination, compensation decreases, or poor work assignments and threats of physical harm.

Further, neither USA Hockey nor any of its employees, contractors, agents, or volunteers, shall take or threaten to take any action against an athlete as a reprisal for disclosing information to or seeking assistance from the USOPC's Office of the Athlete Ombuds.

The right of the whistleblower to protection against retaliation does not include protection against personal wrongdoing by an individual.

### ***Investigation and Resolution***

The Ethics Committee shall be responsible for the investigation of any allegations of a violation of this Policy by members of the Board, Congress and Councils, Committees and Sections or the Executive Director, and if it determines that a violation of this Policy has occurred, it shall report such violations to the Board of Directors for referral of adjudication by the Board of Directors, a committee of the Board of Directors, or an independent committee appointed by the Board of Directors, which adjudication shall be in accordance with the procedures and requirements of USA Hockey Bylaw 10. Any allegations of a violation of this Policy by a member of the USA Hockey staff other than the Executive Director shall be investigated and resolved by the USA Hockey Executive Director or the Executive Director's designee(s). Allegations of violations by any other Covered Party shall be referred for investigation and resolution to the applicable USA Hockey Council, Committee or Section, or USA Hockey Affiliate, as determined by the Executive Director or the Executive Director's designee(s), which adjudication shall be in accordance with the procedures and requirements of USA Hockey Bylaw 10. All persons involved on the investigation, resolution and adjudication of a violation of this Policy shall be reasonably disinterested and impartial and shall include participation by Eligible Athletes when required.

In some cases, a report or complaint may be dismissed without full investigation, including for instance, in situations where a reporting party or necessary witness declines to participate in the investigation or where there is insufficient evidence to substantiate the alleged violation.

All Covered Parties, other than as specified in the SafeSport Code, shall have a duty to cooperate with any investigation or resolution under this Whistleblower Policy. A failure to cooperate may in itself be a violation of this Policy. Any alleged breach of the duty to cooperate by a national level volunteer or employee shall be reported to the Board of Directors, and any other alleged breach of the duty to cooperate shall be reported to the applicable Affiliate.

Possible consequences of a violation may include such discipline, sanctions or orders as are directed by the party or entity responsible for investigating and resolving such matter.

As required by the Amateur Sports Act, if USA Hockey finds that a USA Hockey employee has retaliated against a protected individual, USA Hockey shall immediately terminate the employment of, or suspend without pay, such employee.

### ***Resources***

Covered Parties with any questions regarding this Policy should contact USA Hockey's Executive Director, General Counsel or the Chair of the Ethics Committee.

***Executive Director:*** PatK@usahockey.org

***General Counsel:*** CJorgensen@usahockey.org

***Ethics Committee Chair:*** EthicsChair@usahockey.org

***USOPC Athlete Ombuds:*** ombudsman@usathlete.org

***USOPC Integrity Portal:*** [www.teamusa.org/reporting](http://www.teamusa.org/reporting)  
or may call at (877) 404-9935.

This Policy shall be available at all times on USA Hockey's website.