



WAHA, USA Hockey Whistleblower Policy

This Whistleblower Policy of WAHA, USA Hockey (Wenatchee Amateur Hockey Association):

- Encourages directors, WAHA members, and volunteers to come forward with credible information on illegal practices or serious violations of adopted policies of WAHA.
 - Specifies that WAHA will protect the person from retaliation.
 - Identifies where such information can be reported
1. **Encouragement of reporting** - WAHA encourages complaints, reports or inquires about illegal practices or serious violations of WAHA policies, including illegal or improper conduct by WAHA 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 WAHA has existing compliant 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** - WAHA prohibits retaliation by or on behalf of WAHA against directors, WAHA members, and/or volunteers for making good faith complaints, reports or inquires under this policy or for participating in a review or investigation under this policy. The protection extends to those whose allegations are made in good faith but prove to be mistaken. WAHA reserves the right to discipline persons who make bad faith, knowingly false, or vexatious complaints, reports or inquires or who otherwise abuse this policy.

As far 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 inquires. They should be directed to the WAHA President immediately, if this person is implicated in the complaint, report or inquiry, it should be directed to either the WAHA Vice President or a WAHA Officer. WAHA will conduct a prompt, discreet, and objective review or investigation. Directors, WAHA members or volunteers must recognize the WAHA may be unable fully evaluate a vague or general compliant, report, or inquiry that is made anonymously.