



Foothills Hockey Association

Whistleblower Policy

This Whistleblower Policy of Foothills Hockey Association (the “Association” or “FHA”)

- a) Encourages officers, directors, members, and volunteers to come forward with credible information on illegal practices or serious violations of adopted policies of the Association.
 - b) Specifies that the Association will protect the person from retaliation.
 - c) Identifies where such information can be reported.
- 1) **Encouragement of reporting** – The Association encourages complaints, reports or inquiries about illegal practices or serious violations of Association policies, including illegal or improper conduct by the Association 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 Association 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 Association prohibits retaliation by or on behalf of the Association against officers, directors, 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. The Association 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 Association President immediately. If this person is implicated in the complaint, report, or inquiry, it should be directed to either the Association Vice President or an Association Director. The Association will conduct a prompt, discreet, and objective review, or investigation. Officers, directors, members, or volunteers must recognize the Association may be unable fully evaluate a vague or general compliant, report, or inquiry that is made anonymously.