

USBA Whistleblower Policy

Section 1.1 USBA expects and requires its directors, officers, employees and athletes to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. USBA expects and requires that directors, officers, employees and athletes be honest and trustworthy in fulfilling their responsibilities and that they comply with all applicable laws and regulations.

Section 1.2A “Whistleblower” as defined by this policy as an athlete, employee, officer or board member of USBA who reports an activity that he or she considers to be illegal or dishonest to one or more of the parties specified in this Policy. The Whistleblower is not responsible for investigating the activity or for determining fault or corrective measures; appropriate management officials are charged with these responsibilities.

Section 1.2 Examples of illegal or dishonest activities are violations of federal, state or local laws; billing for services not performed or for goods not delivered; and other fraudulent financial reporting.

Section 1.3 If an athlete, employee, officer or board member has knowledge of or a concern of illegal or dishonest fraudulent activity, such individual is to contact the Chairman of the Board who is responsible for investigating the allegation and coordinating corrective action. In the event the Chairman of the Board is involved in such issue, the athlete, employee, officer or board member shall contact the USBA CEO, and in such event the USBA CEO shall designate a non-involved Board member to investigate the allegation and coordinate corrective action. In the event both the Chairman of the Board and the USBA CEO are involved, the athlete, employee, officer or board member shall contact the Ethics Committee, and the Ethics Committee shall designate a non-involved Board member to investigate the allegation and coordinate corrective action. The athlete, employee, officer or board member must exercise sound judgment to avoid baseline allegations. Any individual who intentionally files a false report of wrongdoing may be subject to be sanctioned in accordance with the Complaint and Grievance Procedures of USBA or, if an employee, terminated.

Section 1.4 Whistleblower protections are to cover two important areas – confidentiality and non-retaliation. Insofar 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 rights of defense.

Section 1.5 USBA will not retaliate against a Whistleblower. This includes, but is not limited to, protection from retaliation in the form of an adverse employment action such as termination, compensation decrease, or poor work assignments and threats of physical harm. Any Whistleblower who believes he or she is being retaliated against should contact the Chairman of

the Board (or such other individual or Committee as set forth in Section 1.3) immediately. The right of the Whistleblower for protection against retaliation does not include immunity for any personal wrongdoing that may be alleged and investigated.

Section 1. 6 Individuals with any questions regarding this policy should contact the USBA CEO, the Chairman of the Board, or the Chair of the Ethics Committee.