



## Whistleblower Policy

USA Boxing's Code of Ethics ("Code") requires observation of high standards of business and personal ethics in the conduct of covered individuals' duties and responsibilities. This Whistleblower Policy binds all such individuals to promote the enforcement of the Code.

**Reporting Responsibility:** It is the right and responsibility of all directors, officers, employees, contractors, members (which includes but is not limited to: committee members, task force members, volunteers, hearing panel members) and all affiliated with USA Boxing, to comply with the Code and to report violations or suspected violations in accordance with this Whistleblower Policy in order to protect all members. Alleged violations include but are not limited to failures to comply with United States Olympic and Paralympic (USOPC) and USA Boxing bylaws, USA Boxing's policies and procedures, the Ted Stevens Olympic and Amateur Sports Act, and federal and state laws.

**No Retaliation:** No person who in good faith reports a violation of the Code shall suffer harassment, retaliation or adverse employment consequence. Anyone who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including suspension from membership or termination of employment. This Whistleblower Policy is intended to encourage and to enable people to raise serious concerns with confidentiality within USA Boxing's internal reporting procedures.

**Reporting Violations:** USA Boxing has an open-door policy and encourages that all listed above share their questions, concerns, suggestions or complaints, even about management staff, board members and committee members with someone who can address them properly. In most cases, the membership director or an employee's supervisor is in the best position to address an area of concern. However, if you are not comfortable speaking with them or you are not satisfied with their response, you are encouraged to speak with the Executive Director (ED) or anyone in management whom you are comfortable in approaching. Supervisors and managers are required to report suspected violations of the Code of Ethics of the ED, who has specific and exclusive responsibility to investigate all reported violations. For suspected fraud, claims concerning the ED, or when you are not satisfied or uncomfortable with following the Organization's open-door policy, individuals should contact the President of the Board directly.

- **Anonymous Reporting:** USA Boxing and the USPOC recognize it can be difficult to report an allegation of misconduct and strives to remove as many barriers to reporting as possible. Both provide opportunities for anonymous reports to be made; however, anonymous reporting may make it difficult for investigation, follow-up or properly address allegations. To report anonymously, please complete the Anonymous Whistleblower Form. [Click Here](#)

**Investigation of Violations:** The investigation of violations will be conducted by disinterested parties. Typically, the organization's ED is responsible for investigating and resolving all reported complaints and allegations concerning violations of the Code of Ethics and may pass reports on to the Ethics and/or the Audit Committee when appropriate. The ED has direct access to the Audit Committee of the board of directors and is required to report to the Audit Committee at least annually on compliance activity. If the violation involves the ED, then the President of the Board or Membership Director will investigate and report to the Ethics and/or Audit Committee.

**Accounting and Auditing Matters:** The Audit Committee of the board of directors addresses all reported concerns or complaints regarding corporate accounting practices, internal controls or auditing. The ED shall immediately notify the Audit Committee of any such complaint and work with the Committee until the matter is resolved.