



## **LBC WHISTLEBLOWER POLICY**

USA Boxing's Code of Ethics and Conduct ("Code") requires each LBC board member to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As representatives of the Organization, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

### **Reporting Responsibility**

It is the responsibility of each LBC board member to comply with the Code and to report violations or suspected violations in accordance with the Whistleblower Policy.

### **No Retaliation**

No LBC board member who in good faith reports a violation of the Code shall suffer harassment, retaliation or adverse consequence. Any member who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of membership. This Whistleblower Policy is intended to encourage and enable board members and others to raise serious concerns within the Organization prior to seeking resolution outside the Organization.

### **Reporting Violations**

USA Boxing has an open-door policy and suggests that LBC members share their questions, concerns, suggestions or complaints with someone who can address them properly. In most cases, an LBC president is in the best position to address an area of concern. However, if you are not comfortable speaking with your LBC president or you are not satisfied with your president's response, you are encouraged to speak with USA Boxing's Executive Director (ED). He/she has specific and exclusive responsibility to investigate all reported violations. For suspected fraud, or when you are not satisfied or are uncomfortable with following the Organization's open-door policy, individuals should contact a member of USA Boxing's Board of Directors directly.

### **Acting in Good Faith**

Anyone filing a complaint concerning a violation or suspected violation of the Code must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation of the Code. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.

**Confidentiality**

Violations or suspected violations may be submitted on a confidential basis by the complainant or may be submitted anonymously. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

**Handling of Reported Violations**

The ED will notify the sender and acknowledge receipt of the reported violation or suspected violation within five business days. All reports will be promptly investigated, and appropriate corrective action will be taken if warranted by the investigation.