

**WHISTLEBLOWER POLICY**  
**OF**  
**UNITED STATES FIELD HOCKEY ASSOCIATION**  
***EFFECTIVE DATE: JANUARY 1, 2023***

## 1. Purpose

This Whistleblower Policy (the “Policy”) is intended to support a strong culture of integrity and ethical conduct at USA Field Hockey by encouraging, valuing, and protecting good faith reporting by athletes, directors, officers, employees, members, committee members, task force members, hearing panel members, and volunteers (“Affiliated Individuals”) of USA Field Hockey of any alleged violation of any applicable law or policy or any potential ethics issue. This policy is also applicable to all Affiliated Individuals above.

The freedom to speak up means being able to raise concerns in whatever way is most comfortable and effective and feeling free to cooperate in investigations that follow. It also means that USA Field Hockey has zero tolerance for retaliation of any kind against people who speak up in good faith.

## 2. Violations Covered by this Policy

This Policy is for use where there may be a violation of:

- any applicable law, rule or regulation
- any USA Field Hockey policy or procedure
- Compliance with the Ted Stevens Act or USOPC Bylaws
- principles of ethics
- accounting or financial practices (e.g., fraud)

If an Affiliated Individual is unsure about whether a matter might be a policy violation or is unsure about their reporting responsibility for a particular type of matter, please start by reviewing the particular policy involved. USA Field Hockey staff should refer to the USA Field Hockey Employee Handbook or reach out to Janet Paden, CFO/HRMO for more information.

It is a requirement to report certain alleged violations, including:

- Code of Conduct violations
- SafeSport and athlete safety violations – please review the U.S. Center for SafeSport Code, USA Field Hockey’s Athlete Safety Policy, and USA Field Hockey’s Response and Resolution Policy, all of which are available on USA Field Hockey’s website
- Criminal activity – please also report this to law enforcement immediately

**Nothing in this Policy changes or replaces any mandatory reporting obligations under the SafeSport Code for the Olympic and Paralympic Movements or State and Federal Laws – please email [fieldhockeysafe@usafieldhockey.com](mailto:fieldhockeysafe@usafieldhockey.com) if you have any questions about those obligations.**

## 3. Reporting

### No Retaliation

USA Field Hockey has an open-door policy and encourages Affiliated Individuals to share questions, concerns, suggestions or complaints in the way and to the people with which they are most comfortable. This means Affiliated Individuals have options for how to report any concern about a potential ethical, policy, financial or legal violation.

## Retaliation

USA Field Hockey has zero tolerance for retaliation against people who make good faith reports of potential ethical, policy, financial or legal violations, or who cooperate with investigations of those reports. That means no Affiliated Individual may threaten, harass, discriminate against, or take any negative employment (where applicable) or participation related action (e.g., discharge, demotion, suspension, non-assignment, negative review) on that basis.

Any such retaliation can be reported as described above in the same way as any other policy violation. Retaliation will be treated as a violation this Policy and USA Field Hockey's Code of Conduct and will lead to serious consequences such as immediate termination or suspension without pay for employees, or removal from participation for members.

## How to Report

Affiliated Individuals may always report to a USA Field Hockey staff member or their supervisor (if applicable). Or, the Affiliated Individual can make a report to the CFO/HRMO, Executive Director or SafeSport Representative. These are people who can also discuss the concern and help make sure it is addressed. Affiliated Individuals can also make reports to the Chair of the Ethics Committee or the Board Chair.

Please remember that as a reporter, Affiliated Individuals do not need to (and should not) investigate the matter of concern or determine fault or how to fix it. The Affiliated Individual does his or her part by making it known so the right people can take action. Investigations or of reports are discussed below.

To report to USA Field Hockey, email [fieldhockeysafe@usafieldhockey.com](mailto:fieldhockeysafe@usafieldhockey.com). This email inbox is monitored by USA Field Hockey's SafeSport Representative. Reports can also be made to the Chair of the Ethics Committee, Lauren Slepian: [laurencapper@gmail.com](mailto:laurencapper@gmail.com). Reports can be made anonymously through the USA Field Hockey reporting form, which can be found on the [USA Field Hockey website](#).

## Acting in Good Faith

Just as we need to make sure that no one in our community is fearful of speaking up, we also need to make sure that no one in our community is fearful about false reports that might harm them.

With that in mind, anyone reporting a perceived ethical, policy, financial, or legal violation must be acting in good faith and have some basis for believing there may be

a violation. Anyone that makes a false report knowing that it is false or that it has no basis is violating this Policy and the USA Field Hockey Code of Conduct in the same way as someone retaliating against a good faith reporter. Such a violation may itself be reported under this Policy and it may lead to serious consequences, including termination of employment or participation.

#### 4. Investigation

Once a report is made in one of the ways described above, the person receiving the report is responsible for getting it to the SafeSport Representative. In all cases, USA Field Hockey is committed to ensuring that no good faith report goes unheard or ignored.

The SafeSport Representative is responsible for communicating with the Ethics Committee, specifically the Chair, to initiate the Grievance Process. As outlined in the USA Field Hockey Bylaws, Section 10.15, the Ethics Committee is responsible for investigating ethical reports, and providing recommendations to the Board of Directors. The SafeSport Representative will report regularly to the USA Field Hockey Ethics Committee.

#### 5. Confidentiality

In many cases, a reported matter will need investigation in order to reach the right resolution. Cooperation as a reporter or otherwise may be very helpful and much appreciated. Reports will be treated as confidentially as possible; some information may have to be disclosed to certain parties in order to conduct a thorough investigation, to comply with the law, and to provide accused individuals access to due process.

If a matter is reported anonymously and the reporter chooses to remain anonymous as it is investigated, USA Field Hockey will respect that.

#### 6. Follow Up

If an Affiliated Individual reports an alleged violation of ethics, USA Field Hockey policy, or applicable laws, USA Field Hockey will report back to the Affiliated Individual on the progress and investigation results as appropriate. And of course, the Affiliated Individual is always free to follow up to learn more from the person they reported to. Confidentiality and legal obligations may affect the details available.

USA Field Hockey Code of Conduct, Code of Ethics and Conflict of Interest policies also have investigation procedures and checks to ensure that conflicted individuals are not involved in the decision making process. If the investigation of a report that was made in good faith is not to the satisfaction of the reporter, then the reporter may report that, too.

Complaints may be dismissed without a complete investigation for several reasons, including reporting party declining to participate, insufficient evidence, or other factors.

If a report is dismissed, the Ethics Committee or SafeSport Representative must contact the reporter.

Thank you for helping to ensure that USA Field Hockey is a safe zone for speaking up in good faith on important matters.

## 7. Resources

### ***For Athletes With Questions Regarding This Conflict of Interest Policy:***

*The Athlete Ombudsman provides cost-free, independent and confidential advice regarding athlete rights; resolving disputes or grievances; and any sport rule, policy, or process, including NGB-athlete agreements, codes of conduct or team selection procedures. The Athlete Ombudsman can also help athletes connect with legal counsel or mental health resources if needed. Athletes may contact the Athlete Ombudsman at:*

*PHONE: (719) 866-5000*

*EMAIL: [ombudsman@usathlete.org](mailto:ombudsman@usathlete.org)*

*WEBSITE: [www.usathlete.org](http://www.usathlete.org)*

### ***For USA Field Hockey staff, volunteers, athletes, or other affiliated individuals with questions or concerns about this policy:***

*The USOPC Ethics and Compliance team accepts reports related to USA Field Hockey compliance, with the Ted Stevens Olympic and Amateur Sports Act and the USOPC or USA Field Hockey Bylaws, including conflicts of interest and governance issues, as well as allegations of USOPC non-compliance and alleged code of conduct violations, including discrimination claims.*

*Any individual may report concerns confidentially, or anonymously, online using [the USOPC Integrity Portal](#). If preferred, individuals may call the USOPC Integrity Hotline at 1-877-404-9935 to report their concern over the phone.*

### ***Policy Owner***

*For any additional questions, please contact the policy owner, the Director of Membership, Safe Sport, and Governance.*

*Emily Hewitt*

*[Ehewitt@usafielddhockey.com](mailto:Ehewitt@usafielddhockey.com)*

*802-224-6640*