



WHISTLEBLOWER POLICY

This Whistleblower Policy of the United States Luge Association (“USLA” or the “Association”):

(1) encourages staff and volunteers to come forward with credible information or reports of illegal activity or serious violations of adopted policies of USLA (hereinafter, “Complaints”); (2) specifies that USLA will protect the person making such Complaints from retaliation; and (3) identifies where such Complaints can be made.

1. Encouragement of reporting. USLA encourages good faith Complaints about illegal activity or serious violations of USLA’s policies, including illegal or improper conduct by USLA itself, by its leadership, or by others on its behalf. Appropriate subjects to raise under this policy include financial and accounting improprieties, violations of ethical and safe sport policies to include but not limited to violations of the Minor Athlete Abuse Prevention Policies (MAAPP). Specifically, violations to policies relating to: One-On-One Interactions, Massages and Rubdown/Athletic Training Modalities, Locker Rooms and Changing Areas, Social Media and Electronic Communications, Local Travel and Team Travel policies, and other similar illegal or improper practices. Such reporting does not preclude the use of existing USLA complaint mechanisms such as raising matters of alleged discrimination or harassment via USLA’s Audit & Ethics Committee. However, 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 USLA against staff or volunteers for making good faith Complaints. This protection extends to those whose allegations are made in good faith but prove to be mistaken. However, persons who make bad faith, knowingly false, or vexatious Complaints, or who otherwise abuse this policy, may themselves be subject to discipline.

3. Where to report. Complaints may be made under this policy on a confidential or anonymous basis. Complaint should describe in as much detail as possible the facts demonstrating the bases for the Complaints, reports or inquiries. They should be directed to USLA’s Chief Executive Officer or President of the USLA Board of Directors; however if both of those persons are implicated in the Complaint it should be directed to the Chairperson of the USLA Audit & Ethics Committee. The Association will engage outside independent legal counsel on a pro bono basis to conduct a prompt, discreet, and objective review or investigation and to report on the same to the CEO or President of the Board of Directors.