



## USA Roller Sports – Whistleblower Policy

February 2022

### 1. Purpose

This Whistleblower Policy (the “Policy”) is intended to support a strong culture of integrity and ethical conduct at USA Roller Sports 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 Roller Sports of any alleged violation of any applicable law or policy or any potential ethics issue.

All USA Roller Sports contractors must also comply with this Policy in situations that have implications of necessary and appropriate consideration. This obligation of compliance shall exist through any written contract between the contractor and USA Roller Sports and, if there is no written contract, this obligation of compliance shall nonetheless exist in order for the contractor to do business with USA Roller Sports.

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 Roller Sports 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 Roller Sports policy
- principles of ethics
- accounting or financial practices (e.g., fraud)
- compliance with the Ted Stevens Olympic and Amateur Sports Act

- compliance with the Bylaws of the United States Olympic & Paralympic Committee

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 policy involved. USA Roller Sports staff should refer to the location where the documentation can be found via the website.

Also, keep in mind that some violations **must** be reported. Specifically, please be familiar with the requirements of USA Roller Sports Athlete Safety Guide and the U.S. Center for SafeSport Code, or US Anti-Doping Agency to determine possible code violations. If an Affiliated Individual suspects any criminal activity against a person or property, they should report this directly 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.**

### **3. Reporting**

#### **No Retaliation**

USA Roller Sports 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.

USA Roller Sports 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. It will be treated as a violation of this Policy and USA Roller Sports Code of Conduct, and may lead to serious consequences including termination of employment or participation in any membership role for anyone involved in retaliation.

## **How to Report**

Affiliated Individuals may always report to a USA Roller Sports staff member or their supervisor (if applicable). Or the Affiliated Individual can make a report to the Executive Committee or Board of Directors. These are people who can also discuss the concern and help make sure it is addressed. Affiliated Individuals can also make reports to the Compliance, Ethics and Eligibility committee if they feel that there is a conflict with either the USA Roller Sports staff, Executive Committee or Board of Directors.

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 of reports are discussed below.

## **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 Roller Sports 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 in any type of membership role for anyone involved.

## **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 person who can best address the concern, based on the matter reported and in keeping with other appropriate policies. In all cases, USA Roller Sports is committed to ensuring that no good faith report goes unheard or ignored.

The USA Roller Sports Executive Director is responsible for coordinating among these people so that reporters can be confident that reported concerns get to the people best positioned to act on them. The USA Roller Sports Executive Director will report regularly to the USA Roller Sports Compliance, Ethics and Eligibility Committee. Should the investigation have a conflict of interest with the USA Roller Sports Executive Director, the President of USA Roller Sports will serve as the coordinator for this process.

## **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 Roller Sports will respect that.

## **6. Determinations**

**The USA Roller Sports Compliance, Ethics and Eligibility Committee will make the determination on alleged violations. All determinations on alleged violations are made by disinterested parties.**

## **7. Follow Up**

If an Affiliated Individual reports an alleged violation of ethics, USA Roller Sports policy, or applicable laws, USA Roller Sports will report back to the Affiliated Individual on the progress and investigation results as appropriate. In addition, 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.

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.

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