



Evanston Youth Hockey Association: Whistleblower Policy

This Whistleblower Policy of Evanston Youth Hockey Association (EYHA): (1) encourages board members, staff and volunteers to come forward with credible information on illegal practices or serious violations of adopted policies of EYHA; (2) specifies that EYHA will protect the person from retaliation; and (3) identifies where such information can be reported.

1. Encouragement of Reporting. EYHA encourages complaints, reports or inquiries about illegal practices or serious violations of EYHA policies, including illegal or improper conduct by EYHA itself, by its leadership or by others on its behalf. Appropriate subjects to raise under this policy would include financial improprieties, accounting or audit matters, ethical violations, SafeSport violations or other similar illegal or improper practices or policies. Other subjects on which EYHA has existing complaint mechanisms should be addressed under those mechanisms. This policy is not intended to provide a means of appeal from outcomes in those other mechanisms.

2. Protection from Retaliation. EYHA prohibits retaliation by or on behalf of the EYHA against board members, staff or volunteers for making good faith complaints, reports or inquiries under this policy or for participating in a review or investigation under this policy. This protection extends to those whose allegations are made in good faith but prove to be mistaken. EYHA reserves the right to discipline persons who make bad faith, knowingly false or vexatious complaints, reports or inquiries or who otherwise abuse this policy.

Insofar as possible, the confidentiality of the whistleblower will be maintained. However, identity may have to be disclosed to conduct a thorough investigation, to comply with the law and to provide accused individuals their legal right of defense.

3. Where to Report. Complaints, reports or inquiries may be made under this policy on a confidential or anonymous basis. They should describe in detail the specific facts demonstrating the basis of the complaints, reports or inquiries. They should be directed to EYHA's President or Rules & Ethics Chair immediately; if both of those persons are implicated in the complaint, report or inquiry, it should be directed to the Secretary. EYHA will conduct a prompt, discreet and objective review or investigation. Directors, staff or volunteers must recognize that EYHA may be unable to fully evaluate a vague or general complaint, report or inquiry that is made anonymously.

Adopted July 2018