

# **Whistleblower Policy**

This **Whistleblower Policy** of the Hardin Valley Academy Athletic Council (HVAAC): (1) encourages staff and volunteers to come forward with credible information on illegal practices or serious violations of adopted policies of HVAAC; (2) specifies that HVAAC will protect the person from retaliation; and (3) identifies where such information can be reported.

1. **Encouragement of reporting.** HVAAC encourages complaints, reports or inquiries about illegal practices or serious violations of the Organization's policies, including illegal or improper conduct by HVAAC 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, or other similar illegal or improper practices or policies. Other subjects on which HVAAC has existing complaint mechanisms should be addressed under those mechanisms, such as raising matters of alleged discrimination or harassment via HVAAC's Executive Board, unless all the Board themselves are implicated in the wrong doing. In such instance the Athletic Director should be notified in writing. This policy is not intended to provide a means of appeal from outcomes in those other mechanisms.
2. **Protection from Retaliation.** HVAAC prohibits retaliation by or on behalf of HVAAC against 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. HVAAC reserves the right to discipline persons who make bad faith, knowingly false, or vexatious complaints, reports or inquiries or who otherwise abuse this policy.
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 the President of HVAAC; if that person is implicated in the complaint, report or inquiry, it should be directed to the President-Elect of the Executive Board and the Athletic Director. HVAAC will conduct a prompt, discreet, and objective review or investigation. Staff or volunteers must recognize that HVAAC may be unable to fully evaluate a vague or general complaint, report, or inquiry that is made anonymously.