

WHISTLEBLOWERS POLICY

POLICY: This Policy applies to employees, volunteers, officer or director of Minnesota Hockey to identify concerns about actual or suspected violations of legal and regulatory requirements concerning the operations or activities of Minnesota Hockey. Failure to report a violation or a suspected violation of legal or regulatory requirements may subject an employee, volunteer, officer or director to discipline.

PROTOCOL:

If any employee, volunteer, player, coach, official, officer or director of Minnesota Hockey (“Members”) reasonably believes that some policy, practice, or activity of Minnesota Hockey is in violation of law, a written complaint may be filed by that member with the President or Executive Director of Minnesota Hockey.

It is the intent of Minnesota Hockey to adhere to all laws and regulations that apply to the organization, and the underlying purpose of this Policy is to support the organization's goal of legal compliance. The support of all employees, volunteers, officers or directors is necessary to achieving compliance with various laws and regulations. A Member is protected from retaliation only if the Member brings the alleged unlawful activity, policy, or practice to the attention of the Minnesota Hockey and provides the Minnesota Hockey with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to members that comply with this requirement.

Minnesota Hockey will not retaliate against a Member who, in good faith, has made a protest or raised a complaint against some practice of Minnesota Hockey, or of another individual or entity with whom Minnesota Hockey had a business relationship, on the basis of a reasonable belief that the practice is in violation of law, USAH/MH rules or bylaws, or a clear mandate of public policy.

Minnesota Hockey will not retaliate against a Member who: (a) discloses or threatens to disclose to a supervisor, officer or a public official any activity, policy, or practice of Minnesota Hockey that the Member in good faith reports a violation, suspected violation, or planned violation of any federal or state law or common law or rule adopted pursuant to law to an employer or to any governmental body or law enforcement official; (b) is requested by a public body or office to participate in an investigation, hearing or inquiry; or (c) refuses an employer’s order to perform an action that the employee has an objective basis in fact to believe violates any state or federal law or rule or regulation adopted pursuant to law, or the employee informs the employer that the order is being refused for that reason. Any Member making a report concerning a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates an actual or potential issue addressed by this Policy.

Whistleblower protections cover two important areas – confidentiality and retaliation. To the extent possible, the confidentiality of the whistleblower will be maintained. However, an individual’s identity may have to be disclosed for prosecution, provided that the Member shall be informed prior to disclosure.

If a Member believes they are being retaliated against, they must contact the President or Executive Director immediately.