



**WHISTLEBLOWER POLICY OF  
USA RACQUETBALL, INC.  
REVISED 8/5/2024**

***NOTE: Throughout the USA Racquetball Bylaws and all USA Racquetball policies, when the term Executive Director is utilized, and pursuant to the information provided in Articles VI and VIII, the term “Office of the Executive Director” is to be considered synonymous with the term “Executive Director” and all the roles and responsibilities therein, except where otherwise noted. (See USA Racquetball Bylaws, Articles VI and VIII.)***

**1. Purpose**

This Whistleblower Policy (the “Policy”) is intended to support a strong culture of integrity and ethical conduct at USA Racquetball by encouraging, valuing, and protecting good faith reporting by athletes, directors, officers, employees, members, committee members, task force members, hearing panel members, contractors, and volunteers (“Affiliated Individuals”) of USA Racquetball of any alleged violation of any applicable law or policy or any potential ethics issue.

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 Racquetball 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:

- Compliance with State and Federal Laws
- Compliance with the Ted Stevens Olympic and Amateur Sports Act of 1978
- Compliance with United States Olympic & Paralympic Committee (USOPC) Bylaws and policies
- Compliance with USA Racquetball’s Bylaws, policies, and/or procedures
- USA Racquetball’s Principles of Ethics
- USA Racquetball’s accounting or financial practices (e.g., fraud)

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, they can start by reviewing the particular policy involved. USA Racquetball staff should refer to the USA Racquetball Employee Manual or reach out to the USA Racquetball Executive/Ethics/Personnel/Grievance Committee for more information.

Also, keep in mind that some violations **must** be reported. Specifically, please be familiar with the requirements in the SafeSport Code. And of course, 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. Contact USA Racquetball's CEO/Executive Director\* or Manager of Athlete Safety if there are questions about these obligations.

\* [ed@usaracquetball.com](mailto:ed@usaracquetball.com)

### 3. Reporting

#### No Retaliation

USA Racquetball has an open-door policy and encourages Affiliated Individuals to share questions, concerns, suggestions, or complaints in the way through which and to the people with whom 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 Racquetball has zero tolerance for retaliation against people who make good faith reports of potential ethical, policy, financial, or legal violations, or against those who cooperate with investigations of those reports. To provide additional specificity: witnesses, victims, et al., are covered under the policy outside of the investigation process. 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 Racquetball's Code of Conduct\*, and it may lead to serious consequences including termination of employment or participation for anyone involved in retaliation. \*See Addendum I in this policy to review USA Racquetball's Anti-Retaliation statement.

No employee, contractor, agent, volunteer, or NGB shall take or threaten to take any action against an athlete as a reprisal for disclosing information to or seeking assistance from the Office of the Athlete Ombuds as outlined in Section 220509(b)(5) of the Act. (See Addendum II USOPC Resources in this policy.)

If a USA Racquetball employee is found to have retaliated against a Protected Individual\*, the employee will be immediately terminated or suspended without pay.

\* Definition: A "*protected individual*" means any *amateur athlete, coach, trainer, manager, administrator, or official associated with the corporation or a national governing body.*

#### How to Report

Affiliated Individuals can report to a USA Racquetball staff member or their supervisor (if applicable), and the Affiliated Individual is also encouraged to additionally send the report\* to the Executive/Ethics/Personnel/Grievance Committee (which consists of Board officers and assigned athlete representatives). These individuals will discuss concerns and help make sure they are addressed along with appropriate coordination. Affiliated Individuals can choose to make a report to the CEO/Executive Director or any Board member.

\* Contact [ed@usaracquetball.com](mailto:ed@usaracquetball.com), [president@usaracquetball.com](mailto:president@usaracquetball.com), or [www.usaracquetball.com](http://www.usaracquetball.com): Governance / Board of Directors (email addresses for each member of the Board of Directors are provided here).

Please remember that in the role of 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 who makes a false report knowing that it is false or that it has no basis is violating this Policy and the USA Racquetball 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.

The right of the whistleblower for protection against retaliation does not include immunity for any personal wrongdoing that is alleged and investigated.

#### **4. Investigation**

USA Racquetball is committed to ensuring that no good faith report goes unheard or ignored.

Once a report is made in one of the ways described above, the individual(s) receiving the report is/are responsible for transmitting it to the Executive/Ethics/Personnel/Grievance Committee, based on the matter reported and in keeping with other appropriate policies.

The Executive/Ethics/Personnel/Grievance Committee and/or CEO/Executive Director are responsible for coordination so that reporters can be confident that reported concerns get to those best positioned to act on them. Athlete involvement will occur as indicated/required.

The investigation will be assigned to and executed by non-biased and impartial parties based on the reported issue. Regular reports will be made to the individual(s) overseeing the reported concern(s).

Violations, once determined to have occurred, may lead to serious consequences, including but not limited to termination of employment or participation.

Potential reasons for the dismissal of a complaint without full investigation could include that the reporting party declined to participate, there is lack of sufficient evidence, etc.

At the conclusion of an investigation, the Executive/Ethics/Personnel/Grievance Committee and/or CEO/Executive Director will make the final determination on whether a violation occurred and will communicate resolution appropriately to the reporting party(ies).

#### **5. Confidentiality**

In many cases, a reported matter will require 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.

## **6. Follow-Up**

If an Affiliated Individual reports an alleged violation of ethics, USA Racquetball policy, or applicable laws, USA Racquetball will report back to the Affiliated Individual on the progress and investigation results as appropriate. The Affiliated Individual may feel free to follow up to learn more from the person they originally reported to. Confidentiality and legal obligations may affect the details available.

Follow-up on a reporter's complaint will be handled under the auspices of the appropriate USA Racquetball policy (Conflict of Interest, Code of Conduct, etc.), which will contain appropriate investigation procedures and appropriate checks to ensure that conflicted individuals are not involved in decision-making processes related to the complaint.

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 as well.

###

**WHISTLEBLOWER POLICY  
ADDENDUM I  
ANTI-RETALIATION STATEMENT**

USA Racquetball 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 individuals who are governed by USA Racquetball policies, including but not limited to Athletes, Coaches, Event Directors, Referees, Members, Vendors, National Board Members, Officers, Contractors, and Staff, may not 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 will be treated as a violation of USA Racquetball's Code of Conduct, and it may lead to serious consequences including termination of participation for anyone involved in retaliation.

**WHISTLEBLOWER POLICY  
ADDENDUM II  
RESOURCES**

**USA RACQUETBALL RESOURCES**

As the individuals responsible for enforcement of this policy, the USA Racquetball Executive/Ethics/Personnel/Grievance Committee Chair/Board President or USA Racquetball's CEO/Executive Director can be contacted with any questions.

Responsible Individuals Contact Information

USA Racquetball CEO/Executive Director – [ed@usaracquetball.com](mailto:ed@usaracquetball.com)

USA Racquetball President – [president@usaracquetball.com](mailto:president@usaracquetball.com)

See also page 2 of this policy: How to Report

**USOPC RESOURCES**

***USOPC Integrity Portal***

*Individuals who wish to report concerns related to this policy as it relates to involvement in the Olympic and Paralympic Movement, or are uncomfortable reporting a concern directly to their NGB, may also submit a report using the [USOPC Integrity Portal](#). The Integrity Portal allows individuals to submit concerns to the USOPC confidentially and/or anonymously. Reports may be made online or by telephone.*

**Website:** [usopc.ethicspoint.com](http://usopc.ethicspoint.com)

**Hotline:** 877-404-9935

***For Athletes With Questions Regarding This Whistleblower Policy:***

*The USOPC Athlete Ombudsman provides cost-free, independent and confidential advice regarding athlete rights; resolving disputes or grievances; and any sport rule, policy, or process, including NGB-athlete agreements, codes of conduct or team selection procedures. The Athlete Ombudsman can also help athletes connect with legal counsel or mental health resources if needed. Athletes may contact the Athlete Ombudsman at:*

**PHONE:** (719) 866-5000

**EMAIL:** [ombudsman@usathlete.org](mailto:ombudsman@usathlete.org) **WEBSITE:** [www.usathlete.org](http://www.usathlete.org)

###