

USA PENTATHLON, INC.

Whistleblower Protection Policy

Updated March 2024

USA Pentathlon Inc. (dba USA Pentathlon Multisport (USAPM)) requires affiliated members, directors, officers, employees, staff, volunteers, athletes, committee members, hearing panel and task force members, contractors (where applicable) and members (collectively, the “affiliated members”) to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As representatives of USAPM we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations. All good faith reporters or other reasonable parties (i.e. witnesses and victims) are protected under the policy. All contractors shall be required, where reasonable, to comply with the whistleblower and anti-retaliation policy through their written contracts.

Reporting Responsibility

This Whistleblower Policy is intended to encourage and enable employees and others to raise serious concerns internally so that USAPM can address and correct inappropriate conduct and actions. It is the responsibility of all board members, officers, staff and volunteers to report concerns about violations of USAPM’s code of ethics or suspected violations of law or regulations that govern USAPM’s operations.

No Retaliation

It is contrary to the values of USAPM for anyone to retaliate against any other member of USAPM, who in good faith reports an ethics violation, or a suspected violation of law, such as a complaint of discrimination, or suspected fraud, or suspected violation of any regulation governing the operations of USAPM. In so far 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. USAPM will not retaliate against a whistleblower and other protected individuals (i.e. witnesses, victims, etc.). Retaliation means any adverse or discriminatory action, or the threat of an adverse or discriminatory action, including removal from a training facility, reduced coaching or training, reduced meals or housing, and removal from competition, carried out against a protected individual as a result of any communication, including the filing of a formal complaint, by the protected individual or a parent or legal guardian of the protected individual relating to the allegation of physical abuse, sexual harassment or emotional abuse, with – the Center; a coach, trainer, manager, administrator, or official associated with USAPM; the Attorney General; a Federal or State law enforcement authority; the Equal Employment Opportunity Commission; or Congress. Any whistleblower who believes he or she is being retaliated against must contact the compliance officer immediately. The right of the whistleblower for protection against retaliation does not include immunity for any personal wrongdoing that is alleged and investigated.

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 US Olympic and Amateur Sports Act (the Act).

Reporting Procedure

USAPM maintains an open-door policy and suggests that affiliated members share their questions, concerns, suggestions or complaints with a supervisor or executive. However, all written reported complaints need to go directly to a Board or Committee member with the responsibility to investigate the reported complaint. It is expected that all affiliated individuals of USAPM have an obligation to report potential or actual violations of any applicable law, rule, regulation or adopted policy of USAPM, accounting or financial fraud, or other misfeasance. If you are not comfortable speaking with a supervisor or you are not satisfied with a response, you are encouraged to speak with the CEO or Chairman. Supervisors and managers are required to report complaints or concerns about suspected ethical and legal violations in writing to the CEO or the Chairman or Board or Committee member who have the responsibility to investigate all reported complaints. Management and or staff concerns or complaints must submit their concerns in writing directly to a member of the USAPM Board of Directors or a member of the USAPM Audit and Ethics Committee.

Compliance Officer

USAPM's Compliance Officer shall be an officer of the board and is responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. The compliance officer will advise the CEO and/or the board of directors of all complaints and their resolution and will report as necessary to the Audit Committee on compliance activity relating to any improprieties. Currently, Blair Driggs is the USAPM compliance officer and can be reached at blair.driggs@gmail.com

Enforcement

Investigation of Potential Violations. USAPM takes its obligation to investigate potential violations seriously. All complaints regarding the violations will be investigated in accordance with the process outlined in this document below under, "Handling of Reported Violations."

Acting in Good Faith

Anyone filing a written complaint concerning a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.

Confidentiality

Violations or suspected violations may be submitted on a confidential basis by the complainant. Reports of violations or suspected violations will be kept confidential to the extent possible consistent with the need to conduct an adequate investigation.

Handling of Reported Violations

USAPM's compliance officer or the CEO will notify the person who submitted a complaint and acknowledge receipt of the reported violation or suspected violation. All reports will be promptly investigated by a disinterested USAPM compliance officer, CEO or their designee with any adverse findings referred to the Audit and Ethics committee who shall empower a board of review consisting of

three disinterested parties, one of whom shall be an athlete when required, selected by the CEO and/or compliance officer with appropriate corrective action taken as warranted. The board of review will make the determination on alleged violations. If the board of review finds a USAPM staff member has retaliated against a Protected Individual, that person will be immediately terminated or suspended without pay as required by the US Olympic and Amateur Sports Act.

Violations Covered

Violations covered under this policy shall include but are not limited to compliance with the US Amateur Sports Act, USOPC bylaws and policies, USAPM bylaws and policies and state and federal laws.

USAPM Compliance Officer – Blair Driggs Esq. blair.driggs@gmail.com

USAPM CEO – Rob Stull rstull@usapentathlon.org

Reviewed 2024