

WHISTLEBLOWER POLICY

USA Roller Sports

1. Purpose

The USA Roller Sports Whistleblower Policy (the Policy) is intended to support a strong culture of integrity and ethical conduct at USA Roller Sports by encouraging, valuing, and protecting good faith reporting of concerns involving USA Roller Sports and those affiliated with USA Roller Sports. The Policy covers good faith reporting of concerns of all kinds related to USA Roller Sports and includes anti-retaliation protections for those who report in good faith and/or cooperate with an investigation of such reports, like witnesses and victims.

Every person—including athletes, employees, board members and officers, members, committee members, task force members, hearing panel members, volunteers, and others affiliated with USA Roller Sports—is applicable to this policy and has the right to report concerns and alleged violations in a way that is comfortable for them and cooperate in any investigations that follow without fear of retaliation for reporting or speaking to USA Roller Sports or any other entity about USA Roller Sports.

All USA Roller Sports contractors must comply with this Policy in situations that have implications of necessary and appropriate consideration. This obligation of compliance shall exist through any written contract between the contractor and USA Roller Sports and, if there is no written contract, this obligation of compliance shall nonetheless exist in order for the contractor to do business with USA Roller Sports.

2. Policy Coverage

The Policy covers reporting of any alleged violation of applicable law, policy, or procedures as well as potential ethical misconduct. Examples of alleged violations that may be reported under the Policy include, but are not limited to:

- a) Non-compliance with the Ted Stevens Olympic and Amateur Sports Act
- b) Non-compliance with applicable provisions of the USOPC Bylaws or policies
- c) Non-compliance with USA Roller Sports's Bylaws, policies, or procedures
- d) Non-compliance with applicable Federal or State laws
- e) Non-compliance with accepted accounting or financial practices (e.g., fraud)

Under USA Roller Sports policy, there are some violations that **must** be reported. Specifically, please be familiar with the reporting requirements in the USA Roller Sports Code of Conduct, the USA Roller Sports Athlete Safety Guide, the U.S. Center for SafeSport Code, and the U.S. Anti-Doping Agency. Athlete safety violations must be reported, but **nothing in this Policy changes or replaces any mandatory reporting obligations under the SafeSport Code for the Olympic and Paralympic Movements**. Stacey Randall at in can assist with any questions about those obligations. Additionally, suspected criminal activity against a person or property should be reported directly to law enforcement immediately.

If you are unsure about whether a matter might be a policy violation or are unsure about your reporting responsibility for a particular type of matter, please start by reviewing the particular policy involved. USA Roller Sports staff should refer to the Compliance Officer or reach out to the Executive Director or Board President for more information.

3. Reporting

There are several ways an individual may make a report under this Policy.

- a) Reporters may submit a report to compliance@usarollersports.org. This is monitored by the Compliance Officer and the chair of the Compliance, Ethics and Eligibility Committee who will route reports to the right party to address the concerns.
- b) Reporters can make a report to the Compliance Officer and the Compliance, Ethics and Eligibility Committee at compliance@usarollersports.org

Please remember that as a reporter, you do not need to (and should not) investigate the matter of concern, determine fault, or know how to fix it. A reporter does his or her part by making an issue known so the right people can take action.

4. Investigation and Resolution

Once a report is received, it will be forwarded to the responsible party for investigation. Investigations of reports of potential violations will be handled according to the USA Roller Sports Complaint Procedures, including who will investigate the matter and who is empowered to make the determination about whether a violation occurred for that matter.

In all cases, matters will be investigated by a disinterested party. If, after investigating to the extent warranted by the circumstances, the investigator concludes that the subject of a report has committed a violation under the governing policy, the subject of the report will be subject to discipline to the extent permitted by the Complaint Procedures.

USA Roller Sports is committed to reviewing all incoming reports, but there may be occasions when USA Roller Sports cannot conduct a full investigation and a report will be dismissed without investigation. Such circumstances include the reporter declining to participate in the investigation, an allegation that is not actionable by USA Roller Sports, or insufficient evidence for an allegation such that an investigation is not warranted.

In the event that an investigation of potential retaliation finds that an employee of USA Roller Sports has retaliated against an individual (including a protected individual) in response to any communication, including a formal complaint, from that individual (or their parent / legal guardian) related to an allegation of physical abuse, sexual harassment, or emotional abuse, USA Roller Sports shall immediately suspend that employee without pay or terminate the employee.

5. Anti-Retaliation Provisions

USA Roller Sports has zero tolerance for retaliation against people who make good faith reports under this Policy or those who cooperate with investigations of those reports. Retaliation – As defined in Section 220501(b)(11) of the Act, 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 United States Center for SafeSport; a coach, trainer, manager, administrator, or official associated with the USOPC; the United States Attorney General; a federal or state law enforcement authority; the Equal Opportunity Employment Commission; or Congress.

In addition, USA Roller Sports, nor any of its employees, contractors, agents, or volunteers, 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.

6. Good Faith

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 that makes a false report knowing that it is false or that it has no basis is violating this Policy. Such a violation may itself be reported under this Policy and it may lead to serious consequences, including termination of employment or participation.

7. Confidentiality and Anonymity

USA Roller Sports will make every effort to keep the identities of the reporting parties and witnesses confidential. However, disclosure of an individual's identity or identifying information may be required in some cases, such as where USA Roller Sports is required by law to report a matter to law enforcement.

If a matter is reported anonymously and the reporter chooses to remain anonymous as it is investigated, USA Roller Sports will respect that. USA Roller Sports will review all reports with the same level of attention, but if a reporter chooses to remain anonymous, USA Roller Sports may be limited in its ability to fully investigate a report.

8. USA Roller Sports Resources

Stacey Randall, the USA Roller Sports Compliance Officer is responsible for this policy and its enforcement. The Compliance Officer can be contacted with any questions about this policy at compliance@usarollersports.org

9. Additional Resources

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 USA Roller Sports, 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
Hotline: 877-404-9935

Team USA athletes may contact the Athlete Ombuds for independent and confidential advice on a variety of sport related matters, including their rights, applicable rules, policies or processes, and questions related to resolving disputes and grievances. The Athlete Ombuds can also help Team USA athletes connect with legal counsel or mental health resources if needed. All other USA Roller Sports athletes (i.e., athletes competing domestically at the masters or youth level, recreational athletes, foreign athletes), are welcome to visit the Athlete Ombuds website to review informational resources and should work directly with USA Roller Sports to understand additional resources and options available to them.

Email: ombudsman@usathlete.org

Website: www.usathlete.org