



WHISTLEBLOWER and ANTI-RETALIATION POLICY

Effective Date: April 1, 2024

Introduction

The Whistleblower and Anti-Retaliation Policy (the “Policy”) is intended to support a strong culture of integrity and ethical conduct within the USA Luge (USLA) community by encouraging, valuing, and protecting good faith reporting of any alleged violation of any applicable law, policy, or any potential ethics issue.

USLA has zero tolerance for retaliation of any kind against people who raise concerns in good faith and/or cooperate in a sanctioned investigation. All Protected Individuals, Good Faith Reporters, and other reasonable parties (i.e. witnesses, victims, etc.) are protected under this Policy.

Section 1. Application

This Policy, as well as the protection it provides, applies to the following individuals (“Protected Individuals”):

- a) Athletes
- b) Members
- c) Employees
- d) Board of Directors
- e) Committee Members
- f) Hearing Panel Members
- g) Volunteers
- h) Contractors

Section 2. Violations

Alleged Violations covered under this policy include, but are not limited to, the following:

- a) Compliance with the Ted Stevens Olympic and Amateur Sports Act (the “Act”)
- b) Compliance with USOPC Bylaws, Policies and Procedures
- c) Compliance with USLA’s Bylaws, Policies and Procedures
- d) Compliance with State and Federal Laws
- e) Compliance with the U.S. Center for SafeSport Policies and Procedures
- f) Compliance with USADA policies and procedures
- g) Compliance with all applicable accounting and financial practices

If a Protected 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, please start by reviewing the applicable policy. USLA staff should also refer to the Employee Handbook or contact the CEO for more information.

Please keep in mind that some violations must be reported due to the mandatory reporting requirements for USLA Participants consistent with the USLA Athlete Safety Policy and the U.S. Center for SafeSport’s SafeSport Code (“SafeSport Code”) for the Olympic and Paralympic Movement and nothing in this Policy changes or replaces a Participant’s mandatory reporting obligations under the SafeSport Code. If you have any questions about these

obligations, contact the USA Luge Safe Sport Coordinator.

In addition, if a Protected Individual suspects any criminal activity against a person or property, please report this directly to law enforcement immediately.

Section 3. Retaliation.

3.01. Definition. Consistent with Section 220501(b)(11) of the Act, retaliation includes, but is not limited to, any adverse or discriminatory action, or the threat of an adverse or discriminatory action carried out against a Protected Individual as a result of any communication, including but not limited to, 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 emotional, physical or sexual misconduct or any other alleged Violation covered under this Policy to USLA, the USOPC, the Office of the Athlete Ombuds, the U.S. Center for SafeSport, any law enforcement agency or government entity, or employees of these organizations. Examples of adverse or discriminatory actions that would be considered retaliatory include, but are not limited to, removal from a training facility, reduced coaching or training, reduced meals or housing, or removal from competition.

In addition, no Protected Individual nor the USLA 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. Similarly, no Protected Individual nor the USLA shall retaliate against an employee or contractor with the intent or effect of adversely affecting the terms or conditions of employment or other contractual rights (including, but not limited to, threats of physical harm, loss of job, punitive work assignments, impact on salary or wages, or impact on contractual payments).

3.02. No Retaliation

USLA has zero tolerance for Retaliation against a Whistleblower or any Protected Individual who makes good faith reports or cooperates with investigations of alleged Violations. The USLA community has the right to report alleged Violations and USLA encourages the reporting of such allegations. USLA has an open-door policy and encourages Protected Individuals to share questions, concerns, and/or suggestions.

Section 4. Reporting an Alleged or Suspected Violation

4.01. Encouragement of reporting. USLA encourages good faith Complaints about illegal activity or serious violations of USLA's policies, including illegal or improper conduct by USLA itself, by its leadership, or by others on its behalf.

4.02. Protection from retaliation. The Association prohibits retaliation by or on behalf of USLA against Protected Individuals for making good faith Complaints. Retaliation is prohibited "before, during, and after" the process of resolving reports of alleged abuse or misconduct. This protection extends to those whose allegations are made in good faith but prove to be mistaken. However, persons who make bad faith, knowingly false, or vexatious Complaints, or who otherwise abuse this policy, may themselves be subject to discipline.

4.03. Confidentiality. Cooperation of the Good Faith Reporter and/or the Whistleblower can be helpful to reach the right resolution. However, if the individual does not agree to be identified, reports will be treated as confidential as possible. Be advised that some information may be required to be disclosed by law, statute, or policy (i.e. identification is necessary for law enforcement, USLA, or other oversight body representatives to investigate or respond effectively to a report, identification is required by law, or the individual accused of policy violations is entitled to the information as a matter of legal right in disciplinary proceedings). As USLA has an obligation to investigate alleged Violations, please remember there is no such thing as an "unofficial" or "off the record" report.

4.04. Where to report. Complaints may be made under this policy on a confidential or anonymous basis.

Complaint should describe in as much detail as possible the facts demonstrating the bases for the Complaints, reports or inquiries. They should be directed to USLA’s Chief Executive Officer at ceo@usaluge.com and President of the USLA Board of Directors at boardchair@usaluge.com; however, if both of those persons are implicated in the Complaint it should be directed to the Chairperson of the USLA Audit & Ethics Committee. The Association will engage outside independent legal counsel on a pro bono basis to conduct a prompt, discreet, and objective review or investigation and to report on the same to the CEO or President of the Board of Directors.

The CEO and President may decide to dismiss the complaint prior to a full investigation or adjudication on such grounds they deem appropriate, including, but not limited to, the complaint does not fall within the jurisdiction of USLA, there is insufficient evidence, or a relevant party (excluding the Respondent) has declined to participate.

4.05. Retaliation remedy. A proven complaint of retaliation shall result in a proper remedy for the individual harmed and the initiation of disciplinary action against the retaliating individual, up to and including dismissal or removal from membership. This protection from retaliation is not intended to prohibit the CEO, Board of Directors, or managers/supervisors from taking action, including disciplinary action, in the usual scope of their duties and based on valid performance-related factors.

4.06. Employment Suspension/Termination. As required by the Act, if it is found that a USLA employee has retaliated against a Protected Individual, the employee will be immediately terminated or suspended without pay.

Section 5. Definitions

Good Faith Reporter. An individual who acts with honesty and good intent when reporting an alleged Violation of this Policy.

Protected Individual. Defined in Section 1 (Application) of this Policy.

Retaliation. Defined in Section 3 (Retaliation) of this Policy.

Whistleblower. A Protected Individual, Good Faith Reporter, or other reasonable party (i.e. witnesses, victims, etc.) who reports an alleged Violation as defined in Section 2 of this Policy. All Whistleblowers acting in good faith are protected under this Policy.

Section 7. Points of Contact.

Individuals in need of further information, guidance and/or enforcement in relation to this Policy may contact the following:

CEO	Email: ceo@usaluge.com
	Telephone: (518) 523-2071
President	Email: boardchair@usaluge.com

The USOPC Ethics & Compliance team can serve as a secondary resource for questions or concerns regarding this Policy. The USOPC Ethics & Compliance team may be contacted at:

Integrity Hotline: 877.404.9935
Integrity Portal: <https://usopc.ethicspoint.com>

For Athletes with Questions Regarding this Policy:

The Athlete Ombuds 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 Ombuds can also help athletes connect with legal counsel or mental health resources if needed. Athletes may contact the Athlete Ombuds at:

PHONE: (719) 866-5000

EMAIL: ombudsman@usathlete.org

WEBSITE: www.usathlete.org