



USA TEAM HANDBALL

Whistleblower Policy

SECTION 1. SCOPE

This policy applies to all USA Team Handball (“USATH”) full-time, part-time, temporary, and unpaid employees (“employees”) as well as independent contractors, officers, directors, committee members, members, athletes, coaches, athlete representatives, officials, trainers, administrators, referees, officials, managers and volunteers (together with employees “Covered Persons”). Independent contractors will be required to comply with the Whistleblower Policy through their written contract with USATH.

SECTION 2. PURPOSE

USATH is committed to leadership in the sport of team handball in the United States and internationally, and because we operate in the public spotlight, we are expected to conduct our affairs consistent with the significant amount of trust that has been placed upon us. This requires that our behavior conform to the highest ethical, moral, and legal principles.

In line with this commitment and USATH’s commitment to open communication, this policy aims to provide an avenue for Covered Persons to raise concerns and reassurance that they will be protected from reprisal or victimization for whistleblowing. These individuals maintain the right to report alleged violations as they arise. This Whistleblower Policy is intended to cover protections for you if you raise concerns regarding USATH, such as concerns regarding:

- Incorrect financial reporting;
- Unlawful activity;
- Activities that are not in line with U.S. Olympic & Paralympic Committee (USOPC) bylaws;
- Activities that are not in compliance with state and federal laws;
- Activities that are not in compliance with the Ted Stevens Olympic and Amateur Sports Act, codified at 36 U.S.C. §§ 22501-22529
- Activities that are not in line with USATH policy (to be used for serious and sensitive violations only), including but not limited to USATH bylaws, regulations, codes of ethics, codes of conduct, policies and procedures, and other guidelines.



SECTION 3. STATEMENT OF POLICY

No employee, independent contractor, officer, director, committee member, member, athlete, coach, or volunteer of USATH shall take any harmful action with the intent to retaliate against any Covered Person, including interference with employment or livelihood, for providing to a law enforcement officer any truthful information relating to the commission or possible commission of any offense. In addition, no employee, independent contractor, officer, director, committee member, member, athlete, coach, or volunteer shall take any harmful action with intent to retaliate against any Covered Person for the reporting any of the above-noted concerns to the appropriate USATH representative as outlined in this policy.

SECTION 4. SAFEGUARDS

ANTI-RETALIATION

USA Team Handball prohibits any retaliation against a person who reports a potential violation of the policy. Retaliation can be defined as any scenario in which negative action is taken against an individual who files a formal complaint about workplace discrimination or harassment.

HARASSMENT OR VICTIMIZATION

Harassment or victimization for reporting concerns under this policy will not be tolerated.

CONFIDENTIALITY

Every effort will be made to treat the complainant's identity with appropriate regard for confidentiality.

ANONYMOUS ALLEGATIONS

This policy encourages Covered Persons to put their names to allegations because appropriate follow-up questions and investigation may not be possible unless the source of the information is identified. Concerns expressed anonymously will be explored appropriately, but consideration will be given to:

- The seriousness of the issue raised;
- The credibility of the concern; and

- The likelihood of confirming the allegation from attributable sources.

BAD FAITH ALLEGATIONS

Allegations made in bad faith may result in disciplinary action.



SECTION 5. PROCEDURES

USATH seeks to have an “Open Door Policy” and encourages all Covered Persons to share their questions, concerns, suggestions, or complaints regarding USATH and its operations with someone who can address them properly.

SECTION 6. PROCESS FOR RAISING A CONCERN

REPORTING

The whistleblowing procedure is intended to be used for serious and sensitive issues. Such concerns about an officer or director (board member) may be reported directly to Counsel to the Board. Concerns regarding the Chief Executive Officer (CEO) may be reported directly to the Board Chair.

Concerns about other Covered Persons, including those relating to financial reporting or unethical or illegal conduct, may be reported to the Judicial Committee. The CEO, Judicial Committee or complainant’s immediate supervisor (provided the complainant is a USATH employee) are generally in the best position to address concerns regarding an employee or independent contractor. However, if the complainant is not comfortable speaking with the party they are directed to contact, as discussed above, the complainant is encouraged to speak with either the Board Chair or Judicial Committee, whomever the complainant is most comfortable approaching.

The Audit and Compensation Committee shall address all reported concerns or complaints regarding corporate accounting practices, internal controls or auditing. The Judicial Committee shall immediately notify the Audit and Compensation Committee of any such complaint and work with the Audit and Compensation Committee until the matter is resolved. Additionally, all parties reviewing and investigating possible concerns or complaints must be disinterested.

TIMING

The earlier a concern is expressed, the easier it is to take action.

GOOD FAITH CLAUSE

Although the complainant is not expected to prove the truth of an allegation, he or she should be

able to demonstrate to the person contacted that the report is being made in good faith.



SECTION 7. PROCESS FOR HANDLING THE REPORT

The action taken by USATH in response to a report of concern under this policy will depend on the nature of the concern. The appropriate designated individual(s) shall receive information on each report of concern and follow-up information on actions taken. Such individual(s) will acknowledge receipt of the reported violation or suspected violation by writing a letter (or email) to the complainant within ten (10) business days of receipt of the complaint.

INITIAL INQUIRIES

Initial inquiries will be made to determine whether an investigation is appropriate, and the form that it should take. Some concerns may be resolved without the need for investigation.

FURTHER INFORMATION

The amount of contact between the complainant and the person or persons investigating the concern will depend on the nature of the issue and the clarity of information provided. Further information may be sought from or provided to the person reporting the concern.

INFORMATION

Subject to legal constraints, the complainant will receive information about the outcome of any investigations.

For additional information, contact the Judicial Committee.

Contact Information for the USA Team Handball Judicial Committee:

JUDICIAL COMMITTEE: via the internet at:

help@handballusa.org

USATH reserves the right to modify or amend this policy at any time as it may deem necessary.