

JANUARY 1, 2025

**WHISTLEBLOWER POLICY
OF
UNITED STATES FIELD HOCKEY ASSOCIATION, INC.**

1. Purpose

The USA Field Hockey Whistleblower Policy (the Policy) is intended to support a strong culture of integrity and ethical conduct at USA Field Hockey by encouraging, valuing, and protecting good faith reporting of concerns involving USA Field Hockey and those affiliated with USA Field Hockey. The Policy covers good faith reporting of concerns of all kinds related to USA Field Hockey 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 Field Hockey—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 Field Hockey or any other entity about USA Field Hockey.

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 Field Hockey'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 Field Hockey policy, there are some violations that **must** be reported. Specifically, any violations of local, state, or federal law or any violations of applicable athlete safety policies, including those of USA Field Hockey and the U.S. Center for SafeSport, must be reported. Additionally, violations of the USA Field Hockey Code of Conduct must be reported to USA Field Hockey.

Note that nothing in this Policy changes or replaces any mandatory reporting obligations under the SafeSport Code for the Olympic and Paralympic Movements. Emily Hewitt, Director of Membership, Safe Sport, and Governance, at ehewitt@usafielddhockey.com or fieldhockeysafe@usafielddhockey.com, 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, start by reviewing the particular policy involved. USA Field Hockey staff should refer to the USA Field Hockey Employee Handbook or reach out to Janet Paden, the Chief Human Resources Officer at jpaden@usafielddhockey.com 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 fieldhockeysafe@usafielddhockey.com. This inbox is monitored by NGB staff who will route reports to the right party to address the concerns.

- b) Reporters can make a report to the Chief Human Resources Officers, the Director of Membership Safe Sport and Governance, or the Chair of the Judicial and Ethics Committee, Lauren Capper Slepian at laurencapper@gmail.com.

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 Field Hockey Grievance Procedures.

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 Grievance Procedures.

USA Field Hockey is committed to reviewing all incoming reports, but there may be occasions when USA Field Hockey 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 Field Hockey, 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 Field Hockey has retaliated against an 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 Field Hockey shall immediately suspend that employee without pay or terminate the employee.

5. Anti-Retaliation Provisions

USA Field Hockey 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, for the purposes of this Policy, is defined as any adverse or discriminatory action, or the threat of an adverse or discriminatory action, carried out against an athlete, employee, board member or officer, member, committee member, task force member, hearing panel member, volunteer, or others associated with USA Field Hockey as a result of any report, complaint, or other communication reporting misconduct of any kind to USA Field Hockey, the USOPC, the Office of the Athlete Ombuds, 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
- Removal from competition

In addition, USA Field Hockey, 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 Field Hockey 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 Field Hockey 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 Field Hockey will respect that. USA Field Hockey will review all reports with the same level of attention, but if a reporter chooses to remain anonymous, USA Field Hockey may be limited in its ability to fully investigate a report.

8. USA Field Hockey Resources

Emily Hewitt is responsible for this policy and its enforcement. Hewitt can be contacted with any questions about this policy at ehewitt@usafieldhockey.com. Janet Paden can also be contacted with questions about this policy at jpaden@usafieldhockey.com. Concerns can also be submitted to fieldhockeysafe@usafieldhockey.com.

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 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

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 NGB 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 their NGB to understand additional resources and options available to them.

Email: ombudsman@usathlete.org

Website: www.usathlete.org