



# Michigan Amateur Hockey Association Policy & Guidelines

## Whistleblower Policy

Section: Administration

Approved: 1/20/2012

This Whistleblower Policy of the Michigan Amateur Hockey Association (“MAHA”): (1) encourages the MAHA officers, directors, council members and other volunteers to come forward with credible information on illegal practices or serious violations of adopted policies of the MAHA; (2) specifies that the MAHA will protect the person from retaliation; and (3) identifies where such information can be reported.

1. **Encouragement of reporting.** The MAHA encourages complaints, reports or inquiries about illegal practices or serious violations of the MAHA’s policies, including illegal or improper conduct by the MAHA itself, by its leadership, or by others on its behalf. Appropriate subjects to raise under this Policy would include financial improprieties, accounting or audit matters, ethical violations, or other similar illegal or improper practices or policies. Other subjects on which the MAHA has existing complaint mechanisms should be addressed under those mechanisms. This Policy is not intended to provide a means of appeal from outcomes in those other mechanisms.
2. **Protection from Retaliation.** The MAHA prohibits retaliation by or on behalf of the MAHA against officers, directors, council members or other volunteers for making good faith complaints, reports or inquiries under this Policy or for participating in a review or investigation under this Policy. This protection extends to those whose allegations are made in good faith but prove to be mistaken. The MAHA reserves the right to discipline persons who make bad faith, knowingly false, or vexatious complaints, reports or inquiries or who otherwise abuse this Policy.

Insofar 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.

3. **Where to report.** Complaints, reports or inquiries may be made under this Policy on a confidential or anonymous basis. They should describe in detail the specific facts demonstrating the basis of the complaints, reports or inquiries. They should be directed to the MAHA President or Executive Vice President immediately; if both of those persons are implicated in the complaint, report or inquiry, it should be directed to the MAHA Attorney. The MAHA will conduct a prompt, discreet, and objective review or investigation. Officers, directors, council members or other volunteers must recognize that the MAHA may be unable to fully evaluate a vague or general complaint, report, or inquiry that is made anonymously.