Brainerd Amateur Hockey Association

Whistleblower Policy

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

1. Encouragement of reporting. The Brainerd Amateur Hockey Association encourages complaints, reports or inquiries about illegal practices or serious violations of the Brainerd Amateur Hockey Association policies, including illegal or improper conduct by the Brainerd Amateur Hockey Association 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, SafeSport violations or other similar illegal or improper practices or policies. Other subjects on which the Brainerd Amateur Hockey Association 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 Brainerd Amateur Hockey Association prohibits retaliation by or on behalf of the Brainerd Amateur Hockey Association against board members, staff or 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 Brainerd Amateur Hockey Association 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 Brainerd Amateur Hockey Association's President or Treasurer immediately; if both of those persons are implicated in the complaint, report or inquiry, it should be directed to the Secretary. The Brainerd Amateur Hockey Association will conduct a prompt, discreet, and objective review or investigation. Directors, staff or volunteers must recognize that the Brainerd Amateur Hockey Association may be unable to fully evaluate a vague or general complaint, report, or inquiry that is made anonymously