



COLUMBIA EMPIRE VOLLEYBALL ASSOCIATION

Whistleblower Protection Policy

UPDATED JULY, 2021

For CEVA Employees

Per Oregon law, any worker may report actions they believe to be in violation of a local, state, or federal law(s). These workers are commonly referred to as “whistleblowers.”

Reports from whistleblowers are protected, which means it is illegal for an employer to terminate, demote, suspend, or discriminate against the individual making the report, so long as the report is made in good faith with information the worker believes is in violation of the law.

It is illegal to discriminate or otherwise retaliate against a worker for these reports – including in matters of promotion, compensation, benefits, or other terms, conditions, or privileges of their employment.

All employees in the State of Oregon are protected for opposing unlawful employment practices.

Reports do not have to be substantiated for the whistleblower to receive protection from retaliation. The worker’s must simply have a good faith belief when reporting a violation of the law or other unsafe working conditions.

Employees have civil rights protections if they experience retaliation due to protected whistleblowing activity. This can include filing a complaint with the Oregon Bureau of Labor & Industries (BOLI) or other legal and/or civil remedies.

Certain non-profit employees in Oregon also have the right to report waste, fraud, abuse, or other workplace violations without the fear of retaliation.

CEVA employees are encouraged to bring forth any complaints or issues to the Executive Director. If questions or problems involve the Executive Director, employees may contact the President of the Board of Directors. CEVA takes all concerns and problems brought to its attention seriously, and will work to resolve the issue or problem as soon as possible under the circumstances.

More information can be found on the Oregon Bureau of Labor & Industries website, including information on filing a formal complaint with BOLI.

Intentionally filing a false, misleading, or malicious report is not tolerated.



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For CEVA Clubs, Players, Parents

Many CEVA clubs operate as independent businesses and are classified in many different ways, including as for-profit and non-profit entities. Both Oregon and Washington have whistleblower protection laws that may offer protection to employees of these clubs.

CEVA has a complaint form available for public use on our website – www.cevaregion.org/docs

Filing a complaint with CEVA only activates a follow-up and investigation process by CEVA. CEVA has the power to sanction individual members but may not be able to guarantee full protections for whistleblowers, because CEVA cannot make decisions on behalf of individual clubs to retain employees or contractors. Employees, contractors, or other individuals associated with clubs should contact the appropriate state agency to determine what protections are available to them.

Parents and players who have complaints with individual clubs are encouraged to bring those complaints to their club directors first. Individuals may also utilize the complaint form on CEVA's website referenced above.

All members are subject to provisions in the various administrative documents within USA Volleyball, including the USA Volleyball Code of Conduct.