

# ALASKA YOUTH SOCCER ASSOCIATION

## POLICY & PROCEDURE

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### POLICY TOPIC: **Whistleblower Policy**

POLICY NO: AYSA090109

**POLICY:** The Whistleblower Policy for Alaska Youth Soccer Association (AYSA) applies to all representatives, members and participants who may have the opportunity to engage or have direct interaction with any sanctioned youth soccer teams, programs or sanctioned activities through Alaska Youth Soccer Association (AYSA) and all covered Alaska Youth Soccer Association (AYSA) Member Organizations. The policy is to protect those who report violations of the Code of Conduct Policy to a club official/ representative and an AYSA representative immediately. Alaska Youth Soccer takes any and all reports of inappropriate misconduct, behavior or suspicions of abuse seriously.

### GUIDELINES:

Alaska Youth Soccer Association (AYSA) Policies and Code of Conduct Policy is intended to supplement but not to replace any applicable state or federal laws governing behavior. Policies establishes the ethical standards for governance under Federal Law, US Soccer, US Youth Soccer and Alaska Youth Soccer Association (AYSA).

Representatives, members and participants must respect and comply with US Soccer, US Youth Soccer and Alaska Youth Soccer Association (AYSA) bylaws, policies, rules, regulations, observe high standards of conduct, and participate in establishing and maintaining such high standards.

Covered Organization under Alaska Youth Soccer Association (AYSA) must follow the US Soccer, US Youth Soccer, AYSA Code of Conduct, POLICY NO: AYS082217-B and in accordance with the SafeSport Act. Effective February 14, 2018, Public Law 115-126, the *Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017* (the "SafeSport Act"), amends the Sports Act, and requires applicable amateur sports organization (as such term is defined in the SafeSport Act, 36 U.S.C 220530(b)

### DEFINITIONS:

- **Baseless Allegations:** allegations made with reckless disregard for their truth or falsity. Individual making such allegations may be subject to institutional disciplinary action.
  - **Fraudulent or Dishonest Conduct:** a deliberate act or failure to act with the intention of obtaining an unauthorized benefit.
  - **Unethical Conduct:** actions and/ or behaviors that violates the standards set forth in the AYSA Code of Conduct Policy; examples are unprofessional conduct, cheating, abusive behavior, theft, violating policies, but not limited to.
  - **Whistleblower:** individual who informs a coach, manager, supervisor, president, executive director, director of membership, or business operations about an activity which that person believes to be fraudulent or dishonest.
- 1) The Association will keep the whistleblower's identity confidential, unless (1) the person agrees to be identified; (2) identification is necessary to allow the association or law enforcement officials to investigate or respond effectively to the report; (3) identification is required by law; or (4) the person accused of fraud violations is entitled to the information as of legal right in disciplinary proceedings.
  - 2) Association employees may not retaliate against a whistleblower with the intent or effect of adversely affecting the terms or conditions of employment (including but not limited to, threats of physical harm, loss of job, punitive work assignments, or impact on salary or wages). Whistleblowers who believe that they have been retaliated against may file a written complaint with the Executive Director or President.
  - 3) Proven complaint of retaliation results in a proper remedy for the person harmed and the initiation of disciplinary action, up to and including dismissal, against the retaliating person. This protection from retaliation is not intended to prohibit administrators, managers or supervisors from taking serious action, including disciplinary action, in usual scope of duties/ based on performance-related factors.
  - 4) Whistleblowers must be cautious to avoid baseless allegations.
  - 5) Whistleblowers should direct inquiries from media to the AYSA President or the Executive Director.