

Whistleblower and Anti-Retaliation Policy

V. WHISTLEBLOWER AND ANTI-RETALIATION POLICY

EVUSA maintains the highest level of integrity in its organization and within the sport. This Whistleblower Policy is intended to encourage and enable all Adult Participants and others to raise serious concerns so that EVUSA can address and correct inappropriate conduct and actions. It is the responsibility of every Adult Participant to report concerns about violations of this Plan, the restated policies provided at the end of this Plan or other suspected misconduct, fraud, and dishonesty within the organization. This policy applies to those individuals and groups identified as Adult Participants.

No Retaliation. EVUSA does not permit retaliation against any individual or group for reporting any activity or behavior prohibited by any of EVUSA's policies, SafeSport or Protection of Minors Policies, or suspected violations of ethics, code of conduct or a suspected violation of law, such as a complaint of discrimination or suspected fraud, or other suspected violations of any regulations governing EVUSA that is made in good faith. Additionally, no Adult Participant shall be adversely affected for participating in an investigation pursuant to this Plan, refusing to carry out a directive which, in fact, constitutes organizational fraud, is in violation of an established policy or is in violation of state or federal law. Any person who retaliates against someone who has reported a violation in good faith is subject to discipline, as necessary and permissible.