



ALLEGHENY NORTH SWIM CLUB

WHISTLEBLOWER POLICY

Policy: If any athlete, employee, parent/guardian of athlete, or volunteer of the Corporation (referred to herein for convenience only as “ANSC Participant”) reasonably believes that some policy, practice, or activity of the Corporation is in violation of law or applicable regulation or rule, a written complaint may be filed by that ANSC Participant with the President or any other officer.

It is in the intent of the Corporation to adhere to all laws and regulations that apply to the organization, and the underlying purpose of this Policy is to support the organization’s goal of legal and regulatory compliance. The support of all ANSC Participants is necessary to achieving compliance with various laws and regulations. An ANSC Participant is protected from retaliation only if they bring the alleged unlawful activity, policy, or practice to the attention of the Corporation and provide the Corporation with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to ANSC Participants who comply with this requirement.

The Corporation will not retaliate against an ANSC Participant who, in good faith, has made a protest or raised a complaint against some practice of the Corporation, or of another individual or entity with whom the Corporation had a business relationship, on the basis of a reasonable belief that the practice is in violation of law, regulation, or a clear mandate of public policy.

The Corporation will not retaliate against an ANSC Participant who discloses or threatens to disclose to a supervisor or a public body any activity, policy, or practice of the Corporation that the ANSC Participant reasonably believes is in violation of a law, or a rule, or regulation mandated pursuant to law or is in violation of a clear mandate or public policy concerning health, safety, welfare, or protection of the environment.