



## **NEW ENGLAND SWIMMING, INC Whistleblower Protection Policy**

New England Swimming, Inc. requires directors, officers and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees and representatives of New England Swimming, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

### **Reporting Responsibility**

This Whistleblower Policy is intended to encourage and enable employees, volunteers and others to raise serious concerns internally so that New England Swimming can address and correct inappropriate conduct and actions. It is the responsibility of all board members, officers, employees and volunteers to report concerns about violations of New England Swimming's code of ethics or suspected violations of law or regulations that govern New England Swimming's operations.

### **No Retaliation**

It is contrary to the values of New England Swimming for anyone to retaliate against any board member, officer, employee or volunteer who in good faith reports an ethics violation, or a suspected violation of law, such as a complaint of discrimination, or suspected fraud, or suspected violation of any regulation governing the operations of New England Swimming. An employee or Board member who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment or position on the Board.

### **Reporting Procedure**

New England Swimming has an open-door policy and suggests that employees share their questions, concerns, suggestions or complaints with their supervisor or General Chair. If you are not comfortable speaking with your supervisor or General Chair, or you are not satisfied with their response, you are encouraged to speak with the Admin Review Board Chair or Governance Chair. Supervisors and managers are required to report complaints or concerns about suspected ethical and legal violations in writing to the New England Swimming's General Chair, Admin Review Chair or the Governance Chair who has the responsibility to investigate all reported complaints. Employees with concerns or complaints may also submit their concerns in writing directly to their supervisor, General Chair, Admin Review Chair or the Governance Chair.

### **Governance Chair:**

The New England Swimming's Governance Chair is responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. The Governance Chair will advise the General Chair and/or the Board of Directors of all complaints and their resolution and will report at least annually to the Chair of the Finance Committee on compliance activity relating to accounting or alleged financial improprieties.

### **Accounting and Auditing Matters**

The New England Swimming's Governance Chair shall immediately notify the Finance Committee of any concerns or complaint regarding corporate accounting practices, internal controls or auditing and work with the committee until the matter is resolved.

### **Acting in Good Faith**

Anyone filing a written complaint concerning a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.

### **Confidentiality**

Violations or suspected violations may be submitted on a confidential basis by the complainant. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

### **Handling of Reported Violations**

The New England Swimming's Governance Chair will notify the person who submitted a complaint and acknowledge receipt of the reported violation or suspected violation. All reports will be promptly investigated, and appropriate corrective action will be taken if warranted by the investigation.

**Governance Chair:** \* {Note: The Governance Chair may be a board member, the Executive Director, or a third party designated by the organization to receive, investigate and respond to complaints.}

New England Swimming, Inc  
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Policy approved by the Board of Directors on Dec 17, 2018