

Pegasus Water Polo Academy

Whistleblower Policy

1. Purpose

The Pegasus Water Polo Academy, also doing business as Pegasus Aquatics, ("Pegasus"), is committed to maintaining an environment where board members, employees, volunteers, athletes, parents, and other stakeholders can report concerns about unethical or illegal activities without fear of retaliation. This Whistleblower Policy provides a confidential and secure process for raising concerns about misconduct, fraud, violations of law, or other improper activities.

2. Scope

This policy applies to all individuals associated with Pegasus, including but not limited to board members, employees, volunteers, athletes, parents, and contractors.

3. Reporting Violations

Any person who becomes aware of an actual or suspected violation of Pegasus policies, financial misconduct, harassment, safety violations, fraud, or other unethical behavior should report it promptly. Reports can be made in the following ways:

- **In Writing:** Submit a written statement to the Club President at 1901 S. Akard St., Dallas, TX, 75201.
- **By Email:** Send concerns to info@pegasusaquatics.org.
- **Anonymously:** If desired, individuals may submit anonymous reports in writing at the address above.

4. Protection from Retaliation

Pegasus strictly prohibits retaliation against anyone who, in good faith, reports a concern under this policy. Retaliation, including harassment, threats, or adverse action against a whistleblower, will result in disciplinary action, up to and including termination or removal from Pegasus.

5. Investigation Process

All reports will be taken seriously and investigated promptly and thoroughly. The process will include:

1. Acknowledgment of receipt of the complaint (unless anonymous).
2. An impartial review conducted by the Board of Directors.
3. Confidentiality will be maintained to the fullest extent possible.
4. Corrective action will be taken if the investigation confirms wrongdoing.

6. False Allegations

Deliberately false or malicious complaints will not be tolerated and may result in disciplinary action. However, individuals who report concerns in good faith will be protected, even if the allegations are not substantiated.

7. Policy Review and Communication

This policy will be reviewed annually by the Board of Directors and made available to all Pegasus members.