



Stonewall Sports Raleigh, Inc.

Whistleblower Protection Policy

Purpose:

Stonewall Sports Raleigh requires directors, officers, players, and volunteers to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As volunteers and representatives of Stonewall Sports Raleigh, 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 volunteers, spectators, and others to raise serious concerns internally so that Stonewall Sports Raleigh can address and correct inappropriate conduct and actions. It is the responsibility of all board members, officers, players, spectators, and volunteers to report concerns about violations of Stonewall Sports Raleigh' code of ethics or suspected violations of law or regulations that govern Stonewall Sports Raleigh' operations.

No Retaliation

It is contrary to the values of Stonewall Sports Raleigh for anyone to retaliate against any board member, officer, player, spectator, 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 Stonewall Sports Raleigh. A director, officer, or player who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including removal from the organization.

Reporting Procedure

Stonewall Sports Raleigh has an open door policy and suggests that volunteers and players share their questions, concerns, suggestions or complaints with the Stonewall Sports Raleigh Secretary. If you are not comfortable speaking with the Secretary or you are not satisfied with their response, you are encouraged to speak with the Stonewall Sports Raleigh Commissioner. Volunteers, officers, and board members are required to report complaints or concerns about suspected ethical and legal violations in writing to Stonewall Sports Raleigh's Secretary who has the responsibility to investigate all reported complaints. Volunteers with concerns or complaints may also submit their concerns in writing directly to the Secretary via email or [this form](#).

Secretary

Adopted date: 2023-02-04

The Stonewall Sports Raleigh Secretary is responsible for ensuring that all complaints regarding unethical or illegal conduct are investigated and resolved. The Secretary will advise the Stonewall Sports Raleigh Executive Board of all complaints and their resolution and will report at least annually to the Treasurer on compliance activity relating to accounting or alleged financial improprieties.

Accounting and Auditing Matters

The Secretary shall immediately notify the Stonewall Sports Raleigh Executive Board of any concerns or complaints regarding the organization's 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

In conjunction with the DEI Director, the Secretary will notify the person who submitted a complaint and acknowledge receipt of the reported violation or suspected violation in a timely manner. All reports will be promptly investigated and appropriate corrective action will be taken if warranted by the investigation. As appropriate, the Secretary will engage the DEI Director's perspective.

Questions:

Contact Raleigh.info@stonewallsports.org with any questions.