



National PAL Whistleblower Policy

This policy is intended to encourage Board Members, Staff (paid & volunteer) and others to report suspected or actual occurrence(s) of illegal, unethical or inappropriate events (behaviors or practices) without retribution.

If any employee reasonably believes that some policy, practice, or activity of the National Association of Police Athletic/Activities Leagues, Inc. is in violation of law, a written complaint must be filed by that employee or other with the organization's Chief Executive Officer or the Board Chairman. The whistleblower is not responsible for investigating the activity or for determining fault or corrective measures; appropriate management officials are charged with these responsibilities.

It is the intent of the National Association of Police Athletic/Activities Leagues, Inc. 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 compliance. The support of all Board Members, Staff and Others is necessary to achieving compliance with various laws and regulations. An employee is protected from retaliation only if the employee brings the alleged unlawful activity, policy, or practice to the attention of the National Association of Police Athletic/Activities Leagues, Inc. and provides the National Association of Police Athletic/Activities Leagues, Inc. with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to employees that comply with this requirement. Whistleblower protections are provided in two important areas -- confidentiality and against retaliation. Insofar as possible, the confidentiality of the whistleblower will be maintained. However, identity may have to be disclosed to conduct a thorough investigation, to comply with the law and to provide accused individuals their legal rights of defense.

If an employee suspects illegal conduct, conduct involving misuse of the National Association of Police Athletic/Activities Leagues, Inc. and/or a violation of the law, he/she may report it, anonymously if the employee wishes, and will be protected against any form of harassment, intimidation, discrimination, or retaliation for making such a report in good faith. Employees can make an oral/written report to any of the following executives at any time: Chief Executive Officer/President, Board of Directors Chair or Vice Chair. The organization will promptly conduct an investigation into the matters reported, keeping the informant's identity as confidential as possible, consistent with our obligation to conduct a full and fair investigation.

The National Association of Police Athletic/Activities Leagues, Inc. will not retaliate against an Board Member or Employee who in good faith, has made a protest or raised a complaint against some practice of the National Association of Police Athletic/Activities Leagues, Inc., or of another individual or entity with whom the National Association of Police Athletic/Activities Leagues, Inc. has a business relationship, on the basis of a reasonable belief that the practice is in violation of law, or a clear mandate of public policy.

The National Association of Police Athletic/Activities Leagues, Inc. will not retaliate against employees who disclose or threaten to disclose to a supervisor or a public body, any activity, policy, or practice of the National Association of Police Athletic/Activities Leagues, Inc. that the employee 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 of public policy concerning the health, safety, welfare, or protection of the environment.

My signature below indicates my receipt and understanding of this policy. I also verify that I have been provided with an opportunity to ask questions about the policy.

Board Member/Staff/Other Signature

Date