



Whistleblower & Anti-Retaliation Policy

This Whistleblower & Anti-Retaliation Policy of U.S. Ski & Snowboard: (1) requires the Board of Directors, Officers, employees, contractors, coaches, licensed officials, and volunteers to observe high standards of business and personal ethics and to come forward with credible information on illegal practices or serious violations of adopted policies of U.S. Ski & Snowboard; (2) specifies that U.S. Ski & Snowboard will protect the person from retaliation; and (3) identifies where such information can be reported. All members of U.S. Ski & Snowboard must fulfill their responsibilities with integrity and comply with all applicable laws, regulations, as well as policies of U.S. Ski & Snowboard.

1. Reporting Responsibility.

U.S. Ski & Snowboard encourages complaints, reports or inquiries about illegal practices or serious violations/concerns of U.S. Ski & Snowboard's policies, including illegal or improper conduct by U.S. Ski & Snowboard itself, by its leadership, or by others on its behalf. It is the responsibility of all board members, officers, employees, contractors, and volunteers providing substantial services to U.S. Ski & Snowboard to report concerns about violations of the Ted Stevens Olympic & Amateur Sports Act, USOPC Bylaws, U.S. Ski & Snowboard's Code of Ethics, U.S. Ski & Snowboard's Conflict of Interest Policy, or suspected violations of state or federal laws that govern U.S. Ski & Snowboard's operations.

Other subjects on which U.S. Ski & Snowboard has existing complaint mechanisms should be addressed under those mechanisms, such as raising matters of alleged discrimination or harassment via U.S. Ski & Snowboard's human resources channels, unless those channels are themselves implicated in the wrongdoing. This policy is not intended to provide a means of appeal from outcomes in those other mechanisms.

2. Protection from retaliation; Good Faith.

U.S. Ski & Snowboard prohibits retaliation by or on behalf of U.S. Ski & Snowboard against any member for making good faith complaints, reports, or inquiries under this policy or for participating in a review or investigation under this policy.

This protection extends to those whose allegations are made in good faith but prove to be mistaken. Retaliation against someone reporting a violation in good faith will not be tolerated and will be considered a violation under this policy and grounds for discipline up to termination of their employment or suspension of membership. Retaliation includes any actions that threaten, harass, discriminate against, or take any negative employment or related action (e.g., discharge, demotion, suspension, negative review) for filing a whistleblower report.

U.S. Ski & Snowboard reserves the right to discipline persons who make bad faith, knowingly false, or vexatious complaints, reports or inquiries or who otherwise abuse this policy.

3. Where to report.

Complaints, reports, or inquiries may be made under this policy on a confidential or anonymous basis. They should describe in detail the specific facts demonstrating the bases for the complaints, reports, or inquiries. They should be directed to General Counsel (legal@usskiandsnowboard.org) or the Chief of People (HR@usskiandsnowboard.org); if both of those persons are implicated in the complaint, report or inquiry, it should be directed to U.S. Ski & Snowboard's Ethics Committee

Policy approved by the Board of Directors on November 16, 2022.



(ethics@usskiandsnowboard.org). U.S. Ski & Snowboard will conduct a prompt, discreet, and objective review or investigation. Employees, volunteers, or members must recognize that U.S. Ski & Snowboard may be unable to fully evaluate a vague or general complaint, report or inquiry that is made anonymously, nor report the result to the initiating reporter.

4. Confidentiality.

Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation and resolve the matter. Reports may be made anonymously.

5. Handling of Reported Violations.

U.S. Ski & Snowboard's General Counsel will notify for person who submitted a complaint and acknowledge receipt of the suspected violation. All reports will be promptly investigated, and appropriate corrective action will be taken if warranted by the investigation.