



Capital District Youth Soccer League

Whistleblower Policy

WHISTLEBLOWER POLICY

GENERAL POLICY

All employees, directors and officers of Capital District Youth Soccer League (CDYSL) will be protected from any disadvantage caused by raising legitimate concerns and shall report suspected illegal activities within the organization.

PURPOSE

CDYSL encourages its employees, directors and officers to maintain high ethical standards. This whistleblower policy is meant to provide a confidential and effective means for reporting suspected violations of the law. It further serves to protect individuals who report suspected violations from retaliation in any form.

SAFEGUARDS

Confidentiality

An individual may report a suspected violation anonymously or on a confidential basis, keeping in mind that in the course of the investigation it may become necessary that the source of the complaint be identified.

Retaliation

No individual who reports a suspected violation in good faith, whether or not the allegation turns out to be correct, shall be subject to any form of retaliation, including harassment, demotion, or firing, by CDYSL or its employees. Anyone who retaliates against a complainant shall be subject to disciplinary action.

CDYSL will not retaliate against employees who disclose or threaten to disclose to a supervisor or a public body, any activity, policy, or practice of CDYSL 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 or public policy concerning the health, safety, welfare, or protection of the environment.

Malicious Allegations

An individual is not required to prove the truth of an allegation, but is required to act in good faith. Any individual who does not act in good faith in reporting a suspected violation may be subject to disciplinary action.