



**WHISTLEBLOWER POLICY  
OF  
U.S. SKI & SNOWBOARD**

**(November 2024)**

## 1. Purpose

U.S. Ski & Snowboard's Whistleblower Policy (the Policy) is intended to support a strong culture of integrity and ethical conduct at U.S. Ski & Snowboard by encouraging, valuing, and protecting good faith reporting of concerns involving U.S. Ski & Snowboard and those affiliated with U.S. Ski & Snowboard. The Policy covers good faith reporting of concerns of all kinds related to U.S. Ski & Snowboard and includes anti-retaliation protections for those who report in good faith and/or cooperate with an investigation of such reports, like witnesses and victims.

Every person—including athletes, employees, board members and officers, members, committee members, task force members, hearing panel members, volunteers, and others affiliated with U.S. Ski & Snowboard—has the right to report concerns and alleged violations in a way that is comfortable for them and cooperate in any investigations that follow without fear of retaliation for reporting or speaking to U.S. Ski & Snowboard or any other entity about U.S. Ski & Snowboard.

## 2. Policy Coverage

The Policy covers reporting of any alleged violation of applicable law, policy, or procedures as well as potential ethical misconduct. Examples of alleged violations that may be reported under the Policy include, but are not limited to:

- a) Non-compliance with the Ted Stevens Olympic and Amateur Sports Act
- b) Non-compliance with applicable provisions of the USOPC Bylaws or policies
- c) Non-compliance with U.S. Ski & Snowboard's Bylaws, policies, or procedures
- d) Non-compliance with applicable Federal or State laws
- e) Non-compliance with accepted accounting or financial practices (e.g., fraud)

Under U.S. Ski & Snowboard policy, there are some violations that **must** be reported. Specifically, please be familiar with the reporting requirements in the U.S. Ski & Snowboard Code of Conduct, Ethics Reporting Policy, and Athlete Safety Policies, including the MAAPP. Athlete safety violations must be reported, but **nothing in this Policy changes or replaces any mandatory reporting obligations under the SafeSport Code for the Olympic and Paralympic Movements**. U.S. Ski & Snowboard's Athlete Safety Team (safety@usss.org) can assist with any questions about those obligations. Additionally, suspected criminal activity against a person or property should be reported directly to law enforcement immediately.

If you are unsure about whether a matter might be a policy violation or are unsure about your reporting responsibility for a particular type of matter, please start by reviewing the particular policy involved. U.S. Ski & Snowboard staff should refer to the [U.S. Ski & Snowboard website](#) or reach out to Legal at [legal@usskiandsnowboard.org](mailto:legal@usskiandsnowboard.org) for more information.

## 3. Reporting

There are several ways an individual may make a report under this Policy.

- a) Reporters may submit a report to the U.S. Ski & Snowboard Reporting Portal [HERE](#). This reporting portal is monitored by NGB staff who will route reports to the right party to address the concerns.
- b) Reporters can make a report to Legal Counsel ([legal@usskiandsnowboard.org](mailto:legal@usskiandsnowboard.org)), the VP of People, DEI and Safe Sport ([HR@usskiandsnowboard.org](mailto:HR@usskiandsnowboard.org)), or the Ethics Committee ([ethicscommittee@usskiandsnowboard.org](mailto:ethicscommittee@usskiandsnowboard.org)).

Please remember that as a reporter, you do not need to (and should not) investigate the matter of concern, determine fault, or know how to fix it. A reporter does his or her part by making an issue known so the right people can take action.

#### **4. Investigation and Resolution**

Once a report is received, it will be forwarded to the responsible party for investigation. Investigations of reports of potential violations will be handled according to U.S. Ski & Snowboard's Grievance Process in Article IX of its Bylaws.

In all cases, matters will be investigated by a disinterested party. If, after investigating to the extent warranted by the circumstances, the investigator concludes that the subject of a report has committed a violation under the governing policy, the subject of the report will be subject to discipline to the extent permitted by the Bylaws.

U.S. Ski & Snowboard is committed to reviewing all incoming reports, but there may be occasions when U.S. Ski & Snowboard cannot conduct a full investigation, and a report will be dismissed without investigation. Such circumstances include but are not limited to the reporter declining to participate in the investigation, an allegation that is not actionable by U.S. Ski & Snowboard, or insufficient evidence for an allegation such that an investigation is not warranted.

In the event that an investigation of potential retaliation finds that an employee of U.S. Ski & Snowboard has retaliated against an individual in response to any communication, including a formal complaint, from that individual (or their parent / legal guardian) related to an allegation of physical abuse, sexual harassment, or emotional abuse, U.S. Ski & Snowboard shall immediately suspend that employee without pay or terminate the employee.

#### **5. Anti-Retaliation Provisions**

U.S. Ski & Snowboard has zero tolerance for retaliation against people who make good faith reports under this Policy or those who cooperate with investigations of those reports. Retaliation, for the purposes of this Policy, is defined as any adverse or discriminatory action, or the threat of an adverse or discriminatory action, carried out against an athlete, employee, board member or officer, member, committee member, task force member, hearing panel member, volunteer, or others associated with U.S. Ski & Snowboard as a result of any report, complaint, or other communication reporting misconduct of any kind to U.S. Ski & Snowboard, the USOPC, the Office of the Athlete Ombuds, any law enforcement agency or government entity, or employees of these organizations. Examples of adverse or discriminatory actions that would be considered retaliatory include, but are not limited to:

- Removal from a training facility
- Reduced coaching or training
- Reduced meals or housing
- Removal from competition

In addition, U.S. Ski & Snowboard, nor any of its employees, contractors, agents, or volunteers, shall take or threaten to take any action against an athlete as a reprisal for disclosing information to or seeking assistance from the Office of the Athlete Ombuds.

#### **6. Good Faith**

Anyone reporting a perceived ethical, policy, financial, or legal violation must be acting in good faith and have some basis for believing there may be a violation. Anyone that makes a false report knowing that it is false or that it has no basis is violating this Policy. Such a violation may itself be reported under this Policy and it may lead to serious consequences, including termination of employment or participation.

#### **7. Confidentiality and Anonymity**

U.S. Ski & Snowboard will make every effort to keep the identities of the reporting parties and witnesses confidential. However, disclosure of an individual's identity or identifying information may be required in some cases, such as where U.S. Ski & Snowboard is required by law to report a matter to law enforcement.

If a matter is reported anonymously and the reporter chooses to remain anonymous as it is investigated, U.S. Ski & Snowboard will respect that. U.S. Ski & Snowboard will review all reports with the same level of attention, but if a reporter chooses to remain anonymous, U.S. Ski & Snowboard may be limited in its ability to fully investigate a report.

## **8. U.S. Ski & Snowboard Resources**

U.S. Ski & Snowboard's Audit Committee and General Counsel are responsible for this policy and its enforcement. U.S. Ski & Snowboard's General Counsel can be contacted with any questions about this policy (Email: [legal@usskiandsnowboard.org](mailto:legal@usskiandsnowboard.org)).

## **9. Additional Resources**

Individuals who wish to report concerns related to this policy as it relates to involvement in the Olympic and Paralympic Movement, or are uncomfortable reporting a concern directly to their NGB, may also submit a report using the [USOPC Integrity Portal](#). The Integrity Portal allows individuals to submit concerns to the USOPC confidentially and/or anonymously. Reports may be made online or by telephone.

Website: [usopc.ethicspoint.com](http://usopc.ethicspoint.com)  
Hotline: 877-404-9935

Team USA athletes may contact the Athlete Ombuds for independent and confidential advice on a variety of sport related matters, including their rights, applicable rules, policies or processes, and questions related to resolving disputes and grievances. The Athlete Ombuds can also help Team USA athletes connect with legal counsel or mental health resources if needed. All other NGB athletes (i.e., athletes competing domestically at the masters or youth level, recreational athletes, foreign athletes), are welcome to visit the Athlete Ombuds website to review informational resources and should work directly with their NGB to understand additional resources and options available to them.

Email: [ombudsman@usathlete.org](mailto:ombudsman@usathlete.org)  
Website: [www.usathlete.org](http://www.usathlete.org)

Approved by the Board of Directors on November 14, 2024.