

Simsbury Youth Hockey Association  
**WHISTLE BLOWER POLICY**

**SIMSBURY YOUTH HOCKEY ASSOCIATION (SYHA) WHISTLEBLOWER POLICY**

The SYHA Whistleblower Policy:

1. Encourages directors, SYHA members, and volunteers to come forward with credible information on illegal practices or serious violations of adopted policies of SYHA.
2. Specifies that SYHA will protect the person from retaliation.
3. Identifies where such information can be reported

**ENCOURAGEMENT OF REPORTING** - SYHA encourages complaints, reports or inquires about illegal practices or serious violations of SYHA policies, including illegal or improper conduct by SYHA itself, by its leadership, or by others on its behalf. Appropriate subjects to raise under this policy would include financial improprieties, accounting or audit matters, ethical violations, or other similar illegal or improper practices or policies. Other subjects on which SYHA has existing compliant mechanisms should be addressed under those mechanisms. This policy is not intended to provide a means of appeal from outcomes in those other mechanisms.

**PROTECTION FROM RETALIATION** - SYHA prohibits retaliation by or on behalf of SYHA against directors, SYHA members, and/or volunteers for making good faith complaints, reports or inquires under this policy or for participating in a review or investigation under this policy. The protection extends to those whose allegations are made in good faith but prove to be mistaken. SYHA reserves the right to discipline persons who make bad faith, knowingly false, or vexatious complaints, reports or inquires or who otherwise abuse this policy.

As far 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 right of defense.

**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 basis of the complaints, reports or inquires and be directed to the SYHA President or Vice President of Policy immediately. SYHA will conduct a prompt, discreet, and objective review or investigation. Directors, SYHA members or volunteers must recognize the SYHA may be unable fully evaluate a vague or general compliant, report, or inquiry that is made anonymously.

Complaints may be submitted in writing via email to Paul Melanson, President at Melanson207@hotmail.com and/or to Kelle Becconsall, VP of Policy at kellebecc@gmail.com or via hardcopy to SYHA, P.O. Box 62, Simsbury, CT 06070. All responses will be addressed promptly and confidentially.

This policy shall be reviewed annually by the board of directors. Any changes to the policy shall be communicated accordingly.