



Upper Providence Little League Whistleblower Policy

A whistleblower as defined by this policy is a Upper Providence Little League (UPLL) member, volunteer, executive board member, or board member who reports an activity that he or she considers to be illegal or dishonest to one or more other parties specified in this policy. The whistleblower is not responsible for investigating the activity, or for determining fault or corrective measures; appropriate UPLL officials are charged with these responsibilities.

Examples of illegal or dishonest activities are violations of federal, state, or local laws; billing for services not performed or for goods not delivered; and other fraudulent financial reporting.

If a member or volunteer has knowledge of, or a concern of illegal or dishonest fraudulent activity, the member or volunteer is to contact a UPLL Executive Board Member, who is responsible for investigation and coordinating corrective action. A member or volunteer who intentionally files a false report of wrongdoing will be subject to discipline up to and including suspension.

Whistleblower protections are to cover two important areas: confidentiality and 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 of their legal rights of defense.

There shall be no retaliation against a whistleblower. This includes, but is not limited to, protection from retaliation in the form of an adverse action such as suspension, fines, or threats of physical harm. Any whistleblower who believes he or she is being retaliated against must contact the UPLL President immediately. The right of the whistleblower for protection against retaliation does not include immunity for any personal wrongdoing that is alleged and investigated.

Members or volunteers with any questions regarding this policy should contact the UPLL President.