



MINNETONKA YOUTH HOCKEY ASSOCIATION (MYHA) WHISTLEBLOWER POLICY

The MYHA Whistleblower Policy:

1. Encourages directors, MYHA members, and volunteers to come forward with credible information regarding illegal practices or serious violations of MYHA policies.
2. Specifies that MYHA will prohibits retaliation against good faith complaints.
3. Identifies how complaints can be reported.

ENCOURAGEMENT OF REPORTING - MYHA encourages complaints, reports, or inquires about illegal practices or serious violations of MYHA policies, including illegal or improper conduct by MYHA itself, by its leadership, or by others on its behalf. Illegal practices or serious violations of MYHA policies means financial improprieties, accounting or audit matters, ethical violations, or other similar illegal or improper practices or policies. Other subjects on which MYHA 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 - MYHA prohibits retaliation by or on behalf of MYHA against directors, MYHA 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. MYHA reserves the right to discipline persons who make bad faith, knowingly false, or frivolous complaints, reports, or inquires, or who otherwise abuse this policy.

As far as possible, the confidentiality of the whistleblower will be maintained, but is not guaranteed. The identity of the complainant 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 MYHA President, Vice President, Treasurer, or Secretary immediately. MYHA will conduct a prompt, discreet, and objective review or investigation. MYHA 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 MYHA President at president@tonkahockey.org and/or to MYHA VP at vp@tonkahockey.org or via hardcopy to MYHA, 18313 Highway 7, Minnetonka, MN 55345. All complaints will be addressed promptly.