

WHISTLEBLOWER POLICY

A whistleblower as defined by this policy is a BYAHA member, volunteer, executive committee member, or board member of BYAHA 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 management 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 any voting member of the BYAHA Board of Directors who are responsible for investigation and coordinating corrective action. The member or volunteer must exercise sound judgment to avoid baseline allegation. 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 any voting member of the BYAHA Board of Directors 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 BYAHA President or any voting member of the BYAHA Board of Directors

The majority of BYAHA players at the lower age groups come from out of the BAHA program where ADM is emphasized and practiced. The BYAHA focus of ADM is higher at the Squirt level and reduces as the age level increases, slowly transitioning to more game skills.

The BYAHA Internal development program consists of having two teams at each level, an AA or A Team, depending on the skill levels for each group of players, and a B Team. The B Teams try to carry practice players (extra players, varies in number but depending on number of players registered and trying out for our teams) to help develop a greater number of players which attains more skilled players to select from for any given team in future seasons. These extra players are invited to practices and occasionally to games if the team is short of players for a game or tournament or the coach wants to get them playing time.