

ST. MORITZ ICE SKATING CLUB

WHISTLEBLOWER POLICY

If any member of, parent* of a member of, or independent contractor with the St. Moritz Ice Skating Club (the "Club") reasonably believes that some policy, practice, or activity of the Club is in violation of law, a written complaint must be filed by that member or independent contractor with the Board President.

It is the intent of the St. Moritz Ice Skating Club to adhere to all laws and regulations that apply to the organization and the underlying purpose of this policy is to support the Club's goal of legal compliance. The support of all members, parents of members, and independent contractors is necessary to achieving compliance with various laws and regulations. A member, parent of a member, or independent contractor is protected from retaliation only if the member/parent/contractor brings the alleged unlawful activity, policy, or practice to the attention of the St. Moritz Ice Skating Club and provides the Club with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to members, parents of members, or independent contractors that comply with this requirement.

The St. Moritz Ice Skating Club will not retaliate against any member, parent of a member, or independent contractor who in good faith, has made a protest or raised a complaint against some practice of the Club, or of another individual or entity with whom the Club has a business relationship, on the basis of a reasonable belief that the practice is in violation of law, or a clear mandate of public policy. The St. Moritz Ice Skating Club will not retaliate against members, parents of members, or independent contractors who disclose or express the intent to disclose to a Board member or a public body, any activity, policy, or practice of the Club that the member/parent/contractor reasonably believes is in violation of a law, or a rule, or regulation mandated pursuant to law or is in violation of a clear mandate of public policy concerning the health, safety, welfare, or protection of the environment.

*Parent is intended to mean any parent or legal guardian of a minor who is a member of the Club