

Gotham Volleyball League Inc

Whistleblower Policy

Gotham Volleyball is committed to operating in furtherance of its tax-exempt purposes and in compliance with all applicable laws, rules and regulations, including those concerning accounting and auditing. Gotham Volleyball prohibits fraudulent practices by any of its Board members, officers, employees, independent contractors or volunteers. This policy outlines a procedure for Board members, officers, employees, independent contractors and volunteers to report actions that they reasonably believe violate a law or regulation or that constitute fraudulent accounting or other fraudulent or illegal practices. This policy applies to any matter which is related to Gotham Volleyball's business and does not relate to private acts of an individual whose acts are not connected to the business of Gotham Volleyball.

This policy will be administered by the Grievance Officer who shall report, as appropriate, to the Grievance Committee and/or to the full Board of Directors.

If a Board member, officer, employee, independent contractor or volunteer has a reasonable belief that a Board member, officer, employee, independent contractor or volunteer of Gotham Volleyball has engaged in any action that violates any applicable law or regulation, including those concerning accounting and auditing, or constitutes a fraudulent practice, the Board member, officer, employee, independent contractor or volunteer is expected to immediately report such information to the Grievance Officer. If the Board member, officer, employee, individual contractor or volunteer does not feel comfortable reporting the information to the Grievance Officer, they are expected to report the information to the President of the Board of Directors.

All reports will be followed up on promptly, and an investigation conducted. In conducting its investigation, Gotham Volleyball will preserve the confidentiality of reported information and will strive to keep the identity of the reporting individual as confidential as possible, while conducting an adequate review and investigation.

No director, officer, employee, independent contractor or volunteer of Gotham Volleyball who in good faith reports an action or suspected action taken by or within Gotham Volleyball that is illegal, fraudulent or in violation of any adopted policy of Gotham Volleyball shall suffer intimidation, harassment, discrimination or other retaliation or, in the case of employees, adverse employment consequence.

Gotham Volleyball may take action, pursuant to its bylaws and policies, against a Board member, officer, employee, independent contractor or volunteer who has engaged in retaliatory conduct that violates this policy.

Approved by the Board of Directors of Gotham Volleyball on Jan 6, 2023.