



CONFLICT OF INTEREST / WHISTLEBLOWER POLICY

- CONFLICT OF INTEREST

Conflicts of interest have the potential to cause legal problems as well as embarrassment for CAHA and USA Hockey. While transactions involving conflicts of interest are not prohibited, they must be duly considered by the Colorado Thunderbirds Board of Directors, based on disclosures as may be required by CAHA.

The conflict of interest policy defined in the USA Hockey Annual Guide is intended to help directors, officers, and certain other persons identify situations that present possible conflicts of interest and to provide a procedure whereby such potential conflicts may be reviewed by an appropriate party when necessary. CAHA has adopted USA Hockey conflict of interest policy and Colorado Thunderbirds Board of Directors, CAHA Executive Committee Members shall provide, in writing, acknowledgement of conflict of interest policy.

Acknowledgement of Conflict of Interest Policy

- WHISTLEBLOWER POLICY

A whistleblower as defined by this policy is a CAHA member, volunteer, executive committee member, or board member of CAHA 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.

If a member or volunteer has knowledge of or a concern of illegal or dishonest fraudulent activity, the member or volunteer is to contact the CAHA President who is responsible for investigation and coordinating corrective action. The member or volunteer must exercise sound judgment to avoid baseline allegations. 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 with their 1.91.9 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 CAHA 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 CAHA
President.