



## **NO RETALIATION POLICY ADOPTED JANUARY 28, 2014**

Warrington Youth Baseball (WYB) policy prohibits the taking of any retaliatory action for reporting or inquiring about alleged improper or wrongful activity.

WYB players, coaches, volunteers, and parents are encouraged to report in good faith all information regarding alleged improper or wrongful activity that may constitute:

- Circumstances of substantial, specific or imminent danger to a player's or the public's health and/or safety;
- Discrimination or harassment;
- Fraud;
- Unethical or unprofessional business conduct;
- Noncompliance with WYB policies/procedures;
- Violations of local, state or federal laws and regulations; or
- Other illegal or improper practices or policies.

WYB is firmly committed to a policy that encourages timely disclosure of such concerns and prohibits retribution or retaliation against any player, coach, volunteer, or parent who, in good faith, report such concerns.

### **Protection from Retaliation**

*Any WYB constituent who, in good faith, reports such incidents as described above will be protected from retaliation (defined as an adverse action taken because an individual has engaged in protected activities), threats of retaliation, discharge, or other discrimination.*

### **Reporting Process**

Any WYB constituent should timely report evidence of alleged improper activity as described above by contacting the WYB Executive Board. Any instances of alleged retaliation or retribution should be reported in the same manner.

All reports will be handled as promptly and discreetly as possible, with facts made available only to those who need to know to investigate and resolve the matter.