



Meadows Amateur Ski Racing Association
(“Meadows Race Team”)
Whistleblower Policy
(adopted December 14, 2009)

General

The Meadows Race Team requires directors, officers, employees and volunteers to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees and representatives of the Meadows Race Team, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws, regulations and codes of conduct.

Reporting Responsibility

It is the responsibility of all directors, officers and employees of the Meadows Race Team to report ethics violations or suspected violations in accordance with this policy.

No Retaliation

No director, officer, employee, volunteer or member of the Meadows Race Team or participant in any Meadows Race Team program or activity who in good faith reports an ethics violation shall suffer harassment, retaliation or adverse employment or other consequence. Any director, officer, employee or other representative of the Meadows Race Team who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment or suspension for programs and activities of the Meadows Race Team. This policy is intended to encourage and enable employees and others to raise serious concerns through proper channels within the Meadows Race Team organization prior to seeking resolution outside the Meadows Race Team organization.

Reporting Violations

The Meadows Race Team has an open door policy and suggests that all directors, officers, employees, volunteers, members and participants in Meadows Race Team programs and activities share their questions, concerns, suggestions or complaints with someone who can address them properly. In most cases, all questions, concerns, suggestions or complaints should first be brought to the attention of the Program Director of the Meadows Race Team. However, if you are not comfortable speaking with the Program Director of the Meadows Race Team or you are not satisfied with his or her response, you are encouraged to speak with the President of the Board of Directors of the Meadows Race Team.

Confidentiality

Violations or suspected violations may be submitted on a confidential basis by the complainant or may be submitted anonymously. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

Handling of Reported Violations

The Program Director will and the President of the Board of Directors will each promptly inform the other of the receipt of the reported violation or suspected violation. The Program Director and the President of the Board of Directors will be promptly investigate every reported violation or suspected violation as they deem necessary or appropriate, deliberate upon the matters involve, seek outside advice or counsel (including legal counsel) as they deem necessary or appropriate and implement such corrective actions as they deem necessary or appropriate. The Program Director and the President of the Board of

Directors will jointly respond to the person who reported the violation at such time or times and in such manner as they believe to be appropriate. If the reported violation is deemed by the Program Director and the President of the Board of Directors to be of a serious nature, the matter will be brought before the Board of Directors at such time and in such manner as the Program Director and the President of the Board of Directors determine to be appropriate. If the reported violation involves accounting or financial matters, the Treasurer of the Board of Directors will also be notified and will join the Program Director and the President of the Board of Directors in handling the matter unless the reported violation involves actions by the Treasurer of the Board of Directors. If the reported violation or suspected violation involves actions of either the Program Director or the President of the Board of Directors, such person shall not participate in the handling of the matter and, instead, the Vice President of the Board of Directors will be notified of the reported violation or suspected violation and be involved in the handling of the matter.

Acting in Good Faith and Use of Proper Channels

Anyone filing a complaint concerning a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense. The use of proper channels as outline in this policy is important for everyone involved to ensure that matters are handled in a fair, appropriate and, to the maximum extent possible, confidential manner. Unfortunately, significant irreparable harm can result if matters are handled in a manner different that the process outlined in this policy. Failure to following this policy by raising matters with matters with other persons may result in disciplinary action by the Meadows Race Team.

Publication and Distribution of this Policy

This policy shall be made available to the public on the Meadows Race Team's website (meadowsraceteam.org). A copy of this policy will be given to each director and office of the Board of Directors when they first are elected to serve on the Board of Directors of the Meadows Race Team. A copy of this policy will be given to each employee of the Meadows Race Team at the beginning of each ski racing season. A copy of this policy will be provided to any volunteer or member of the Meadows Race Team or participant in any Meadows Race Team program or activity upon request.

Amendment of this Policy

This policy may be amended from time to time by action of the Board of Directors of the Meadows Race Team without prior notice to any person or persons.

This policy was approved and adopted by the Board of Directors of the Meadows Amateur Ski Racing Association on November 16, 2009.