

SURVA Whistleblower Policy (August 2023)

For Region

A “whistleblower” is an employee who reports a violation of the law by their employer.

In doing so an employer cannot retaliate against you for exercising your right under the United States Department of Labor whistleblower protection laws. Retaliation includes firing or laying off, demoting, denying overtime or promotion, reducing hours or pay and discrimination.

Sun Country Region staff are encouraged to bring forth complaints or issues to the Commissioner. If said complaint involves the Commissioner, employees can contact the Secretary/Treasurer. SURVA takes all issues brought to its attention seriously and will work to resolve the issue as soon as possible under the circumstances.

Intentionally filing a report that is false, malicious or misleading will not be tolerated.

For SURVA Clubs, Players, Parents

Clubs within the region operate as individual businesses under different entities, such as non-profit, for-profit. The Federal Whistleblower law offers protection of employees of clubs and matters within that club should be handled by that entity. Sun Country does not get involved in club matters concerning financial or policy disputes.

For Region-policy ethics violations complaints can be made to any Board member for immediate notification. The complaint will be sent to the Commissioner for further review and assigned to the appropriate committee for further investigation. The complaint will be handled according to the region Disciplinary Action and Due Process policy as found in our Region Handbook.

Sun Country has the power to sanction individual members for Code of Conduct violations of but may not be able to guarantee full protection for whistleblowers since SURVA does not make decisions on behalf of individual clubs to retain employees or contractors. Employees, contractors or other individuals associated with a clubs should contact the appropriate state agency within their state to determine what protections are available to them.

Parents or players who have complaints against their individual club are encouraged to bring these complaints to their club director first. SURVA does not get involved in financial or policy complaints against an individual club.

All members are subject to provisions in the various administrative documents within USA Volleyball, including the USAV Code of Conduct. Event attendees are subject to USAV Code of Conduct/SURVA Code of Conduct/SURVA Zero Tolerance policies.