

Victory League Whistleblower Policy

Purpose- the Victory League is committed to high standards of ethical and moral conduct. In line with this commitment and the Victory League's commitment to open communication, this policy aims to provide an avenue for individuals to raise concerns and a reassurance that they will be protected from reprisals or victimization for whistleblowing.

This whistleblowing policy is intended to provide protections for individuals raising concerns regarding the Minnesota Baseball Association or Victory League Constitution and By-laws, for example player or team eligibility requirements as set forth by these two organizations.

Safeguards

Harassment or Victimization- For reporting concerns under this policy this will not be tolerated.

Confidentiality-Every effort will be made by Victory League officers to treat the complainant's identity with appropriate regard to confidentiality.

Anonymous Allegations-This policy encourages but does not require individuals to put their names to allegations but appropriate follow up questions and investigation may not be possible unless the source of the information is identified. Concerns expressed anonymously will be explored appropriately, but consideration will be given to: the seriousness of the issue raised; the credibility of the concern; and the likelihood of confirming the allegation from an anonymous source.

Bad faith allegations- Will be handled on a case by case basis

Procedure: Process for Raising a Concern

Reporting- the whistleblowing procedure is intended to be used for serious and sensitive issues. Such concerns, including the residency requirement, meeting the minimum 4 game requirement, or any other player eligibility requirement are to be reported directly to any Victory League officer (President, Secretary, or Treasurer). E-mail the completed Report of Concern form found at the end of this policy description to a current Victory League officer as identified in the League's directory on the VL website.

Timing-the earlier a concern is expressed the easier it is to take action and quite possible, any additional penalty could be substantially reduced or averted.

Evidence-although the individual is not expected to prove the truth of an allegation, the individual should be able to demonstrate to the VL officer contacted that the report is being made in good faith.

Procedure: How the Report of Concern Will Be Handled

The action taken by the Victory League in response to a Report of Concern under this policy will depend on the nature of the concern. The Victory League officers shall receive information on each Report of Concern and follow-up on information on their actions taken.

Initial Inquiries will be made to determine whether an investigation is appropriate and the form that it should take. Some concerns may be resolved without the need for investigation.

Further Information-the amount of contact between the complainant and the Victory League officer(s) investigating the concern will depend on the nature of the issue and the clarity of information provided. Further information may be sought from or provided by the complainant reporting the concern.

A Victory League officer will contact the complainant within 5 business days and acknowledge the Report of Concern was received. The complainant will be notified about what actions will be taken. If no further action or investigation is to follow, an explanation for the decision will be given to the complainant.

Report of Concern

Complainant Name and Address _____

Preferred Phone Number _____ Best Time to Contact _____

Victory League Team _____

Complete Description of Concern _____

My signature below indicates my receipt and understanding of this policy. I also verify that I have been provided with the opportunity to ask questions about the policy.

Complainant Signature

Date

For Victory League Office Use Only: _____

Date of Receipt of Report of Concern